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ABSTRACT

This compendium is an inventory of projects funded by the United States Office of Research and Development of the Employment and Training Administration of the Department of Labor during fiscal years 1963-1978. It presents the research and development projects funded during this period and describes briefly their objectives, the methods employed, and, for those completed, their findings or results. The first of five chapters is composed of studies of government policies and underlying economic and social conditions. Chapter 2 contains projects concerning the operation of the labor market itself. Topics covered include labor demand and supply, imbalances between demand and supply, institutional influences, and attitudes that affect workers' behavior. Projects on the content and effectiveness of programs that have intervened in the labor market to improve the development and use of human resources constitute chapter 3. Chapter 4 contains projects that focus on the logistics of these programs (the activities that are required to plan, manage, staff, evaluate, and provide supportive services). Doctoral dissertation grants and institutional grants to universities comprise chapter 5. Indexes are included of contract and grant numbers, contractor and grantee organizations, individuals associated with contracts and grants, and research subjects. (LRA)

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Research and Development A 16-Year Compendium (1963-78)

U.S. Department of Labor
Ray Marshall, Secretary

Employment and Training Administration
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1979

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PREFACE

This compendium is an inventory of projects funded by the Office of Research and Development (ORD) of the Employment and Training Administration of the Department of Labor (and its predecessors) during fiscal years 1963-78. It presents for ready reference the research and development (R&D) projects funded during this period and describes briefly their objectives, the methods employed and, for those completed, their findings or results. The ultimate objective of the compendium is to make the knowledge accumulated during these 16 years more accessible to potential users, so that they can ascertain what is known on any particular R&D topic.

The compendium both replaces and supplements material previously published in the annual projects book, *Research and Development Projects*. The compendium includes experimental and demonstration, or development, projects that did not appear in the annual volume until 1971. It also consolidates all descriptions of a particular project which appeared in various editions of the projects book, lists reports emanating from the project, and indicates where they may be obtained. The listing of reports is a key feature, because both the annual projects book and this compendium are designed simply to alert the user to the highlights of the various projects. Directions for obtaining copies of reports are given on page iii.

Another important contribution of the compendium is that it pulls together all projects relevant to a particular subject and classifies them according to a uniform scheme, thus making consistent the different classifications used in the various editions of annual projects books. In the compendium, each project is classified on all significant dimensions of an indexing scheme that includes subject, method, and locale of study; relevant personal characteristics of the population involved; and type of program or service provided if any. On the basis of these indexing terms, or descriptors, it is then assigned to one of the subject classifications that appear on the Contents page which most nearly coincides with the principal objective of the project. For example, a study of the effects of State occupational licensing laws on employment opportunities would be assigned to the section of Chapter 1 on human resources policy, whereas a study of barriers to the employment of released prisoners which found that State occupational licensing laws barred many former prisoners from work in a licensed occupation would be assigned to the section of Chapter 2 on how workers fare in the labor market and, within that category, to "Other Groups of Workers." Thus, the assignment to the major subject classification may not always coincide with the users' judgment.

Within each chapter, the subject matter is divided into subchapters. The classification scheme used in subdividing the first four chapters has also been applied to the doctoral dissertation grants in Chapter 5, so that the reader may have a consistent view of all segments of R&D work. The projects within each subdivision are arranged in the order of the fiscal year in which they were initiated, beginning with the earliest, as an aid in tracing the evolution of R&D work on the particular topic. In cases where a project built on work accomplished in an earlier project, this is indicated by cross-references. Many of the sections include "state-of-the-art" or "literature review" studies, commissioned by ORD to synthesize the learnings from projects extant at the time of preparation. And in a few cases, where a single contractor or grantee worked for a number of years on a particular problem, all of the activity is summarized as if it were one project.

In addition, each chapter is preceded by a fairly brief introduction to chart the territory for the reader and suggest the context of the R&D projects which comprise the chapter. The chapter introductions also call attention to some of the projects' significant implications for policies and programs. Singling out a particular project for comment in this fashion is not to be interpreted as denigrating other projects in the chapter. Rather, it indicates simply that, in research and experimentation in the social sciences as in other scientific endeavors, trials and failures almost inevitably precede breakthroughs. A project which fails to attain its own objectives may nevertheless be useful for such purposes as establishing which hypotheses are untenable, which features of an experimental program are not effective, or which methods of study are not productive. Thus, although contributions to policy and program are emphasized in a mission-oriented R&D agency, it obviously makes contributions in other areas.

Accordingly, it is suggested that the user begin with a scan of the Contents page, proceed to an examination of the projects included in what appears to be the most relevant subchapter, and then identify related projects in other subject categories through the exceedingly detailed subject index. (Each project has an average of five indexing entries in addition to those which identify the contractor or grantee, the project number, and the principal investigator.) Such an approach should enable potential users of R&D findings to locate quickly all relevant projects, and the descriptions of the projects should enable them to ascertain readily whether they contain information that would apply to the purpose at hand. It would be incongruous and presumptuous for a research and development organization to classify its products by intended use. This might foreclose other possible applications, for there simply is no scientific way of knowing all of the potential users and uses of the findings of any given project. Consequently, the compilers of this volume have left it to users to decide for themselves what is applicable to their situation. The staff of the Office of Research and Development of the Employment and Training Administration, however, stands ready to answer any technical questions users may have.

This compendium was compiled by Phyllis S. Dacus and the staff of Akipan Associates, Inc., in consultation with Mary S. Bedell under contract 20-51-78-42 for the Employment and Training Administration of the U.S. Department of Labor. Saul Parker served as the Department of Labor project officer.

INTRODUCTION

The research and development (R&D) projects summarized in this compendium are the product of work done under contracts and grants from the Office of Research and Development (ORD) of the U.S. Department of Labor's Employment and Training Administration and its predecessors during the fiscal years 1963 to 1978. For each project, a description identifies the contractor or grantee, its principal investigator, and the project number, and summarizes the project's objective, method, and findings (if completed).

The volume also tells something of the history of the Nation's policies and programs for the development and use of its human resources during those 16 years. The Manpower Development and Training Act, which initially authorized the R&D program, created a linkage of R&D with policy and program that was without significant precedent in the behavioral and social sciences. This link was retained through subsequent legislation that substantially broadened and redirected programs and policies for employment and training.

Thus, throughout its history, the R&D program has had two major objectives: (1) To help improve the effectiveness of programs for the development and use of human resources; and (2) to strengthen the theoretical bases of knowledge of the demand for labor, the supply of labor, and the operation of labor markets. It was hoped that this knowledge would provide a sound basis for policymakers to judge how alternative policies might affect the labor market. In its attempts to satisfy these major objectives, ORD has also pursued two related goals: (1) To develop innovative or improved R&D techniques, including those for promoting the use of R&D findings; and (2) to promote and nurture the development of professional research competence in the field of employment and training.

In other words, the projects that make up this research "portfolio," like the holdings in many a sound investment portfolio, were chosen with an eye to both short-term and long-term gains. Simultaneously, the R&D program was responding to the immediate needs of policymakers and administrators in the field of employment and training, supporting basic research, and building research competence. It was thus working to strengthen the foundations of employment policy and looking toward future improvements in the superstructure.

Moving toward these objectives was a process of mutual feedback that produced changes in R&D and in policy and programs as well. To provide some perspective on the evolution of the R&D program, the following pages sketch some thoughts on American society and the American economy, which the R&D program not only reflects but also helped to shape. These are then translated into the legislative and organizational setting of the R&D program. From this flows the rationale for the organization of this volume. Finally, a brief assessment of the R&D program in achieving its objectives concludes the Introduction.

THE TEMPER OF THE TIMES

When the R&D program was established in late 1962, automation and other technological advances were the prevailing concern with respect to the labor market. Technological changes that came with the race sparked by the advent of the Soviet Sputnik in 1957 were thought to be displacing workers, outmoding their skills and shrinking opportunities for those without skills. The industrial map of the country was changing, as different industries waxed or waned in rough inverse ratio to the state of their technology. In short, as one analyst put it, the concern was "yesterday's workers in today's world." Worries about these developments were reinforced by the refusal of the unemployment rate to respond as readily to economic recovery as to recession. That rate was higher at the end of each postwar business cycle than at the beginning. At the same time, persistent shortages of workers in some essential occupations were thought to be braking economic growth.

These concerns were embodied in the Manpower Development and Training Act (MDTA) of 1962, which not only authorized the R&D program but also launched the country on an "active" employment policy. The act added programs for training and retraining workers to the fiscal and monetary policies that had been the chief tools for attaining "full employment." At the outset, it was assumed that most of the unemployed or underemployed workers who could benefit from training were basically "job ready" and could be placed in good jobs once they had acquired the necessary skills.

It came as something of a shock, therefore, to learn from research projects undertaken during fiscal years 1963 and 1964 that automation was not having the enormous impact on employment that authors of the MDTA had feared. Some workers displaced by automation did apply for training, but the studies revealed that, in most industries, the principal impact of automation was on the content, rather than the number, of jobs. Rising demand for industry's products enabled most employers to avoid personnel cutbacks incident to technological advances and to adjust their work force by retraining workers for the new jobs and through normal attrition. Indeed, in some cases, employers introduced technological changes as a means of handling increased business without the vast expansion of personnel that otherwise would have been needed.

Some of these early projects also helped explain why early training projects sometimes had difficulty in filling their training quotas. Though the youth unemployment situation was steadily worsening as new cohorts of the post-World War II baby boom reached working age, many of the youth were ineligible for the special youth programs authorized in the initial MDTA. Many had never held a job and lacked the education and/or motivation required for job readiness. Women and blacks, often the victims of discrimination in hiring, tended to be screened very carefully and to be put in training for occupations in which they could be placed without much difficulty. This circumstance did not comport well with the growing acceptance of equal opportunity and of careers for women; it helped to amplify women's vocal resistance to the status quo. Still others—older workers displaced by plant shutdowns and workers who had lost jobs during the 1961 recession—had in effect been forced out of the labor force by their prolonged inability to find jobs. Many of the jobless workers needed not only skill training but also basic education in order to take advantage of training. It appeared also that many persons who could benefit from training could not afford to trade the marginal earnings they could command for the low training allowances they could get in the MDTA program. In combination, these findings brought a substantial reorientation of the MDTA program and helped to support other legislation as well, notably, the Economic Opportunity Act of 1964, the Civil Rights Act of 1964, and eventually the 1967 amendments to the Social Security Act that provided training for certain welfare recipients.

These changes, in turn, altered the emphasis in the R&D program. The new targets became groups of workers who were not able to find jobs commensurate with their capabilities, the barriers that prevented their doing so, and the action necessary to overcome those barriers. Research and development contracts emphasized the employment problems of minorities, youth, and women, and particularly residents of the inner city and of rural pockets of poverty. The findings of one of these projects, for example, centered on overcoming discrimination against blacks in apprenticeship and were instrumental in accomplishing substantial increases in the number of blacks entering apprenticeship programs in previously "lily white" trades. The techniques revealed in this project were later adapted in several extraordinarily successful projects in the South to place minority women in professional and administrative jobs. At about the same time, research was begun on the employment problems of ghetto residents in 10 large cities. While this was going on, the civil rights riot in Detroit in July 1967 presented a "target of opportunity" to gather useful information about the background and employment of 500 persons arrested during the riot. Virtually the entire staff of the Office of Manpower Research actually processed and analyzed the data collected by a contractor, and the results, which were sent to the White House, helped to reorient the thinking of the administration.

Other projects tackled the supply side of the labor market—workers who lacked the basic education, skills, and/or motivation to hold a steady job or those left stranded by a plant shutdown or a decline in the local economy. Techniques explored in these projects included the relocation of workers to areas where jobs were more plentiful; the provision of basic education and skill training to upgrade workers in entry-level jobs; and a number of studies of the linkages between attitudes and work performance. Overall, the conclusion was that, given a sufficient number of jobs, almost anybody could be trained and placed in a job that would enable that individual to become self-supporting and that many would-be workers basically needed only access to such a job.

As the economy began to cool off following its unprecedented expansion through most of the 1960's, however, it became apparent that there were not enough jobs to provide work for all who wanted to and could support themselves. At this point, the findings of the R&D projects contributed to resolution of the debate on public service employment in a 1971 act that decreed that Government would provide interim jobs for those who could not otherwise find work. This program addition produced a new tack in R&D, which was expanded to include such questions as what kinds of jobs Government could create; how many could be created quickly; and what problems would be encountered in helping the newly hired workers make the transition to private jobs after a limited period in Government service. All the answers are not yet in, but once again R&D has made a signal contribution to clarifying the issues surrounding a public program.

The next major questions confronted by the R&D program stemmed from the shift, in 1973, from a federally designed program of employment and training to hundreds of locally designed and administered programs. Since that decentralization, the focus of R&D has been on information the "prime sponsors" (usually units of State or local governments) need for the efficient planning and operation of employment and training programs. The shift has also involved a major change in ORD's program of institutional grants to universities, which has been expanded to include the building up of staff capability of prime sponsors and the department's regional employment and training offices, as well as building R&D competence in the recipient institutions. Several notable contributions have come from this new R&D emphasis; many important projects are still in progress.

Meanwhile, throughout its life, the R&D program has set aside a substantial portion of its resources for basic projects to improve understanding of the labor market and hence the ability to foresee and deal with emerging problems before they reach crisis proportions. Some noteworthy projects concern the impact of other policies on the labor market—policies on military service, Government expenditures, international trade and investment, and immigration. Other basic R&D projects concern the labor market, per se. Topics include, for example, trends in the urbanization of society and the suburbanization of business and industry as they affect the labor market; links between the labor market and inflation; and how the personal characteristics, attitudes, and qualifications of workers interact with the demand side of the labor market to determine who does and who does not have a successful employment experience. The findings of these projects are extending the boundaries of knowledge of the labor market and consequently the ability to prescribe practical remedies for its maladies.

Another pioneering effort of the R&D program is the National Longitudinal Surveys (NLS). Initiated in 1966, the NLS have been collecting new knowledge about the educational and labor market experiences of four national samples of persons at various critical stages of their working lives--men, aged 45 to 59, who are in their preretirement and retirement years; women, 30 to 44, who are likely to be returning to the labor force after their last child enters school; and young men and women, aged 14 to 24, who are recent entrants to the labor force. The NLS was originally funded because R&D program administrators recognized the limitations of cross-sectional surveys in providing comprehensive information on employment, unemployment, the mobility of workers, and other labor market experiences. Longitudinal surveys, on the other hand, collect information about the same group of people over an extended period of time, provide information on the process of change, have predictive value, and are more useful in pinpointing when and how socioeconomic problems arise. The NLS population samples were selected to permit valid analyses and comparisons between whites and blacks. The NLS have experienced a remarkably low rate of attrition and relate characteristics such as education, training, health, income, and mobility to labor force behavior. Eighteen monographs and hundreds of articles have been prepared by staff members of the project, and over 100 researchers throughout the country have used the NLS data.

ORGANIZATIONAL AND LEGISLATIVE SETTING

Until 1970, the R&D program of the Employment and Training Administration was actually two programs. There was a research program and there was an experimental and demonstration (E&D) program, administered respectively by the Office of Manpower Research and the Office of Special Manpower Programs. Both of these organizations were housed in the Office of Manpower Policy, Evaluation, and Research of the Manpower Administration in the Department of Labor.

The research part of the program was explicitly authorized in the first title of the Manpower Development and Training Act (MDTA) of 1962. That directive required the Secretary of Labor to establish, through a system of contracts and grants, a comprehensive program of research:

"...(to) evaluate the impact of, and benefits and problems created by automation, technological progress, and other changes in the structure of production and demand on the use of the Nation's human resources...;

(to study) practices of employers and unions which tend to impede the mobility of workers or which facilitate mobility...;

(to) appraise the adequacy of the Nation's manpower development efforts to meet foreseeable manpower needs and recommend needed adjustment, including methods for promoting...effective utilization of and providing useful work experience and training opportunities for untrained and inexperienced youth;

(and to) engage in programs of information and communication concerning manpower requirements, development and utilization..."

Although the Department of Labor had long conducted research on employment, unemployment, productivity, wages, the job market, and so on, the MDTA mandate called for reorientation and expansion of this research as a basic resource for a policy and program emphasizing training and retraining. The extension of policy beyond full employment and price stability, to encompass the personal as well as the economic aspects of unemployment, also required the extension of research to encompass sociological and psychological as well as economic analyses. Because of limited in-house capacity for such broader and more diversified research, the Department turned to outside researchers who performed the requisite projects under contracts or grants with the Department.

Authority for the experimental and demonstration program—now known as the "D" or development component of R&D—initially rested on the MDTA's statement of purpose and provisions authorizing special programs outside of basic operations. These provisions were used, through the contract and grant approach, to sponsor numerous projects to test innovative approaches to training programs.

The first 2 years of experience under these respective programs brought about two significant changes in the R&D program via the 1965 amendments to the MDTA. First, the Department requested, and the Congress approved, the addition of a program of grants for developing scholars in the fields of employment and training. Specifically, grants were authorized for graduate students who wanted to write doctoral dissertations on a relevant topic; for universities to promote training and become involved in affairs concerning employment and training; and for postdoctoral scholars to develop their capabilities for and interest in research in the field. This change reflected the discovery, early in the research program, that there were too few social scientists in the private sector who wanted to and could carry out desired research projects. The second amendment, in recognition of the contribution made by the early special manpower programs, authorized a broad experimental and demonstration program to improve techniques of and demonstrate the effectiveness of special "methods of meeting the manpower, employment, and training problems of worker groups such as the long-term unemployed, disadvantaged youth, displaced older workers, the handicapped, members of minority groups, and other similar groups."

The 1965 MDTA amendments also authorized two special demonstration programs, one for providing mobility assistance to the unemployed and one for bonding ex-offenders who could not get jobs because they could not obtain a bond. These programs, ultimately extended through fiscal year 1970, were administered by the Office of Special Manpower Programs.

Further expansion of both research and experimental and demonstration work came under the Economic Opportunity Act (EOA) of 1964, which authorized R&D projects relating to the Neighborhood Youth Corps and later the Job Corps and other programs delegated to the Department of Labor under the act. These included such programs as Operation Mainstream to provide subsidized jobs for selected older workers in rural areas, New Careers to prepare disadvantaged workers to enter and progress in public service jobs, and others. The new program emphasis under the EOA on serving disadvantaged groups was underscored by the antidiscrimination provisions concerning employment in title VII of the Civil Rights Act of 1964.

The scope of research broadened again when the 1967 amendments to the Social Security Act authorized a program of research concerning the Work Incentive (WIN) Program established by the amendments for specified types of recipients of Aid to Families with Dependent Children. This line of inquiry expanded again when the prolonged (and still continuing) debate over welfare reform began in the late 1960's, when the welfare rolls were burgeoning.

Still another dimension was added to the research program by the 1968 MDTA amendments. That legislation stipulated research support for the directive that the Secretary of Labor establish a nationwide system of job matching and develop a comprehensive system of labor market information, including information on "available job opportunities throughout the United States."

There were no further changes in the R&D mandate before the Office of Manpower Research and the Office of Special Manpower Programs were merged in 1970 to form the Office of Manpower Research and Development. That merger eliminated some overlap that had developed between the separate programs and permitted more efficient management with a somewhat smaller staff. The rationale for merger also reflected the logic that experiments to test principles (sometimes developed through research), techniques, or procedures should be accompanied by systematic investigation (that is, research) to discover whether the hypotheses being tested are valid. Combining the two staffs seemed to offer the best opportunity for using both the experimental and demonstration (E&D) staff's familiarity with operating issues and the research staff's sophistication in research methods in the design of E&D projects. The merged organization has conducted the R&D program since 1970; in 1976, the word "manpower" was dropped from its title.

In 1971, the Emergency Employment Act added a program of public employment in areas of high unemployment and hence expanded the R&D agenda to include issues concerning that program.

The scope of employment-related research was extended by the Department in 1972 to include the impact of foreign trade and investment in domestic labor markets. This program of research projects under grants and contracts has been funded by the Employment and Training Administration (ETA) and managed by the Bureau of International Labor Affairs (ILAB) and is included in this volume.

In late 1973, when the Comprehensive Employment and Training Act (CETA) ended several years of debate over the reform of employment and training programs, it consolidated the existing statutory authorizations for the research and development program with the exception of that pertaining to the WIN Program, which was continued independently under the 1967 amendments to the Social Security Act. Specifically, title III of CETA directed the Secretary of Labor to:

> ...establish a comprehensive program of manpower research utilizing the methods, techniques, and knowledge of the behavioral and social sciences and such other methods...as will aid in the solution of the Nation's manpower problems. This program will include, but not be limited to, studies...which may contribute to the formulation of manpower policy; development or improvement of manpower programs; increased knowledge about labor market processes; reduction of unemployment and its relationships to price stability; promotion of more effective manpower development, training, and utilization; improved national, regional, and local means of measuring future labor demand and supply; enhancement of job opportunities; skill training to qualify employees for positions of greater skill, responsibility, and remuneration; meeting of manpower shortages; easing of the transition from school to work, from one job to another, and from work to retirement; opportunities and services for older persons who desire to enter or reenter the labor force; and for improvement of opportunities for employment and advancement through the reduction of discrimination and disadvantage arising from poverty, ignorance, or prejudice.

and to:

> ...establish a program of experimental, developmental, demonstration, and pilot projects...for the purpose of improving techniques and demonstrating the effectiveness of specialized methods in meeting...manpower, employment, and training problems...

On the surface, these provisions differ very little from those that had governed the R&D program before CETA was enacted. However, other provisions of CETA brought sweeping changes in the R&D program. An immediate R&D priority was the transition from the federally managed categorical programs conducted under the supplanted legislation to the locally tailored CETA programs that were to be managed by hundreds of "prime sponsors" throughout the country. Work was also begun on the more basic problem of forging R&D links with the new cadre of operating officials and a reorganized Federal policy establishment, for CETA retained the linkage between R&D and program and policy originally spelled out in the MDTA.

In addition, CETA changed the approach to R&D planning. Under MDTA, the Office of Research and Development had been able to obtain advice on priorities from the Subcommittee on Research, Development, and Evaluation of the National Manpower Advisory Committee, which was appointed by the Secretary of Labor. CETA replaced the Committee by the National Commission for Employment Policy, whose members are appointed by the President. No provision was made for a formal mechanism for advising on R&D priorities. However, some ORD funds have been earmarked for research undertaken by the Commission in carrying out its mandate to develop proposals for a framework for a national employment and training policy. Since October 1975, the setting of priorities and the development of R&D projects designed to improve activities authorized under CETA have been guided by the CETA Research, Development, and Evaluation (RD&E) Committee, composed of officials of the Department of Labor. Committees have also been established to guide the development of RD&E projects concerning the employment service, unemployment insurance, and apprenticeship.

Four subsequent developments have brought further modifications in the scope or direction of the R&D program. The Youth Employment and Demonstration Projects Act of 1977 authorized four major programs for the training and employment of youth. The act provided for research to produce a storehouse of information useful for understanding the impact of alternative service mixes on different youth. Some of this R&D work is done in ORD and some elsewhere in the Department. The Full Employment and Balanced Growth Act (the erstwhile Humphrey-Hawkins bill) reaffirmed the commitment to the achievement of full employment while maintaining reasonable price stability. It thus invited renewed R&D attention to the kinds of employment and training programs that can contribute not only to the reduction of unemployment but also to the control of inflationary pressures. The third development was the introduction of new proposals for improving the adequacy and equity of the Nation's income maintenance system. These new proposals differed from earlier welfare reform proposals by calling for planning an integrated employment strategy as part of the overall economic policy, and have thus occasioned experimentation as a precedent for program. The 1978 CETA amendments contained provisions that specifically authorized further R&D work to test the usefulness of sheltered employment for the hard-to-employ, supported employment, and jobsharing and other flexible work schedules.

ORGANIZATION OF THIS VOLUME

Such linkages between R&D and program and policy underlie the rationale for the organization of this volume into five major chapters, each with several subdivisions.

Broadly interpreted, human resources policies specify some desired relationship of people to work; for example, all who desire work should have access to job opportunities. Other policies, such as minimum wage laws and health and safety regulations, set the acceptable conditions of work. Still other policies, such as government expenditures and foreign trade policy, help to determine the numbers and types of jobs available. Furthermore, the success of government policies in the labor market is influenced by basic social and economic conditions that are beyond the scope of government intervention in a democracy, such as the geographic mobility of the population.

Studies of government policies and underlying economic and social conditions constitute chapter 1. In combination, these studies tell much about the "givens" of the operation of the labor market—its economic, social, and policy background, in other words.

Chapter 2 contains projects concerning the operation of the labor market itself. Topics covered include labor demand and supply (both in the aggregate and in different industries, occupations, demographic groups, and geographic areas); imbalances between demand and supply; institutional influences (employer and union practices, for example); attitudes that affect workers' behavior; and the interaction of these factors in determining the experiences of various groups of workers in the labor market.

Projects on the content and effectiveness of programs of various kinds, private as well as public, that have intervened in the labor market to improve the development and use of human resources constitute chapter 3. This extensive chapter runs the gamut of all federally sponsored or funded programs, as well as the target groups of those programs, during the 16 years under review.

Chapter 4 contains projects that focus on the logistics of these programs—the activities that are required to plan, manage, staff, evaluate, and provide supportive services. Each project in this chapter focuses on a single aspect of program management, rather than on the program per se, thus differentiating the contents of this chapter from that of Chapter 3.

The doctoral dissertation grants and the institutional grants to universities are combined in chapter 5. These projects constitute a separate category because they are intended to develop R&D competence in the field of employment and training and not necessarily to contribute to the formulation of policy or the execution of program; some of the component projects, however, have done the latter.

ASSESSING THE CONTRIBUTIONS OF THE R&D PROGRAM

The major source of the assessment of the contributions of the R&D program given here is a 1975 report, *Knowledge and Policy in Manpower: A Study of the Manpower Research and Development Program In the Department of Labor.* That report gives the findings of a study of the program by a committee of the National Research Council-National Academy of Sciences (NAS). The commissioning of this study by the Office of Research and Development was a distinct innovation in a social science research and development program. ORD had, however, set its own precedent by commissioning two earlier R&D evaluations, one of its institutional grants program and the other of its experimental manpower laboratories.

The committee analyzed a sample of nearly 1,000 projects supported by the Office of Research and Development in 7 fiscal years between 1963 and 1975. It also commissioned papers on general issues in R&D, on employment and training problems and on specific aspects of the ORD program. In addition, it conducted about 375 interviews—with ORD staff, officials of the Department of Labor, State and local agencies, other Federal agencies, unions, employers, public interest groups, contractors' and grantees' staffs, and university-based researchers with no involvement in the ORD program. Finally, it drew on published materials on both the ORD program and on other social science research.

Overall, the NAS investigators found that ORD's "contributions to both Government manpower policy and to scientific manpower study have been substantial and important." Specifically, they concluded that the R&D program had: (1) Enhanced general understanding of the workings of the labor market and thus consideration of labor market policy both in and out of government; (2) helped generate new Federal employment and training programs; (3) directed attention to several important employment and training problems before they reached crisis proportions; (4) advanced the development of analytic tools for evaluating the effectiveness of employment and training programs; and (5) played a central role in increasing the number and improving the quality of researchers active in the field of employment and training and helped expand the base of institutional facilities for conducting R&D projects on employment and training. Each of these contributions is discussed in turn.

Policy Development —Studies identified as having contributed to policy development included those concerning job vacancies, projections of labor requirements, the nature and extent of occupational training, the geographic and occupational distribution of unemployment and underemployment, and the employment experiences of certain segments of the labor force.

One contribution to policy development that the committee singled out for unstinting praise was the National Longitudinal Surveys of Labor Force Behavior, covering four age-sex groups. The study the NAS found, "permits more thorough and detailed examination of the economic, institutional, and psychological factors underlying employment success than ever before possible."

Generating New Programs —The committee found that R&D projects had been influential in extending and adapting training and services for youth, older workers, ethnic minorities, low-wage earners, the poorly educated, migrant workers, and workers in subprofessional occupations. Demonstration activities supported a number of early MDTA amendments that extended manpower services to special groups of the labor force and made substantial contributions to the design or improved operation and application of such categorical manpower programs as on-the-job training, the Neighborhood Youth Corps, and Job Opportunities in the Business Sector. In some cases, E&D models were adopted directly into ongoing programs; in others, they underwent relatively long periods of testing.

Other E&D efforts developed, tested, and applied materials for instructing trainers and counselors; developed and tested instructional materials for trainees; and developed instruments for testing occupational skill interests of trainees. Still other E&D efforts helped strengthen operating procedures of such agencies as the U.S. Employment Service.

More recently, the NAS committee found, especially since CETA gave local and State officials authority for program development and innovation, E&D projects have concentrated on the design and assessment of new program approaches for such hard-to-employ groups as alcoholics, criminal offenders, and drug addicts. They have dealt with methods of delivering such services as job counseling and placement to groups such as minority women who have not been well served by labor market institutions.

Anticipating Crises —Citing examples of R&D projects that explored issues before they became policy concerns, the committee mentioned studies to (1) estimate the numbers and kinds of workers required to achieve a set of national goals for economic and social progress; (2) develop and improve methods of assessing the impact on employment of prospective changes in Federal spending, both nationally and locally; (3) examine potential sources of labor market disturbance, such as illegal immigration and increased automation in particular industries; and (4) measure the impact on the labor force of major dislocations in the economy, such as the exhaustion of unemployment benefits during periods of substantial and sustained unemployment.

Evaluation Tools —The committee noted that R&D activities have helped to strengthen methods for assessing the effectiveness of policy and program. For example, the relatively high value of on-the-job training, outreach services, and basic education for the disadvantaged were established from ORD's analyses of E&D projects and established programs. More direct contributions to program evaluation were the development and use of techniques for gaging the impact of programs on individuals, the committee concluded. It found that ORD efforts to strengthen assessment methods through greater and more rigorous use of control group and random sampling techniques had raised the overall quality of evaluative studies in the field of employment and training and had sometimes pointed to empirical and theoretical research needs.

Strengthening Scientific Capability —The NAS committee concluded that the grant programs authorized in the 1965 amendments had improved the quality of researchers working on problems of employment and training and had expanded the base of institutions for conducting such research. As of 1975, the doctoral dissertation grant programs had added more than 200 persons to faculties in economics and other disciplines. (The number of persons receiving support under the program had increased to about 500 by the end of fiscal year 1978.) The committee also found that the program of postdoctoral awards had often supported innovative research by established researchers. With respect to the institutional grants program,

which funded programs of undergraduate and graduate study and self-directed faculty research, the committee found that the program had helped increase academically based research centers over the 1966 to 1975 period. Since 1974, when the program was modified to include staff training and development for CETA prime sponsors and regionally oriented R&D, the program has made contributions in those areas as well.

In the 3 years following the NAS report, the R&D program has continued to contribute substantially to the development of policies and programs. For example, the 1978 CETA amendments contained nearly a dozen changes based on R&D projects.

A study of the implementation of CETA led to an amendment requiring prime sponsors to provide professional, technical, and clerical staff assistance for their planning councils.

A series of studies of employment in State and local government was the basis for a provision that requires prime sponsors, for purposes of public service employment programs, to review job descriptions, qualification requirements, and relevant civil service requirements "with a view toward removing artificial barriers to public employment of those whom it is the purpose of this Act to assist."

The redefinition of underemployed persons who are eligible for CETA programs to include prisoners—either institutionalized or released—rests on two nationwide studies of the income available to persons leaving prison.

The new provisions for job search and relocation assistance flow directly from a continuing R&D project in about 40 local employment service offices in the South that has used Job Bank data for other areas, long-distance telephone referrals, and grants for job search and relocation to help jobless local workers fill job vacancies in other areas.

Numerous R&D projects to upgrade low-wage workers produced the recommendations that are embodied in the standards for upgrading programs established under CETA.

The stipulation that CETA programs "foster new or improved linkages (with) the private sector" is traceable to R&D projects to persuade private employers to increase their association with the employment service and to study new methods of increasing participation by the business community in employment and training activities.

A survey of sheltered workshops that provided new insights into their relationship to the labor market is responsible for expanding the R&D mandate to include research on "testing the usefulness of sheltered employment for the difficult to employ."

Similarly, the new authorization for experimental and demonstration projects concerning supportive employment and training reflects a desire to expand on pilot R&D work to help persons such as drug addicts and alcoholics, not at present able to enter the labor market, make the transition into competitive employment.

Along the same lines, the amendments also call for further tests of techniques developed in an R&D experiment with the use of jobsharing, worksharing, and other flexible hours arrangements to overcome the obstacles to employment of impoverished and socially handicapped persons who cannot work full time.

An often overlooked R&D contribution is the extensive use of R&D findings in the annual *Employment and Training Report of the President.* Thus, the 1978 report alone discussed about 25 R&D projects—either the projects' findings or, in some cases, operating programs based directly on R&D findings. The topics included three programs for former prisoners and offenders, five studies of various facets of the operation of the employment service, a summary of 10 years' research on the WIN Program, an investigation of the status of illegal aliens in the United States, and several analyses of the employment problems of youth and older workers. Nor was the 1978 report atypical. Every such report since the first one in 1963 has drawn heavily on the products of the R&D program. Such use of the R&D work is substantial evidence that the R&D program is a major resource both for meeting the reporting requirements laid down in CETA and for surfacing program and policy issues in the *Employment and Training Report of the President.*

Despite such widespread use of R&D findings, the NAS committee noted some limitations on the application of such findings. Aside from the limited resources for promoting their use, the committee found that failure to employ a great deal of the knowledge generated by the R&D program appeared to be the result of "limited capacity and interest within the manpower community generally for incorporating new knowledge into the flow of day-to-day operations or into long-range planning.Effective utilization remains an elusive goal, just as likely to occur in an unplanned fashion as in a planned one and more often than not on an irregular basis. In order to strengthen utilization, concerted and continuous effort is necessary by both knowledge producers and knowledge consumers."

Publication of this volume is such an effort by the "knowledge producer" of R&D on employment and training problems. Perhaps its publication will stimulate reciprocal action by the "knowledge consumers" in this field.

Howard Rosen
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1. THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

Since the early 1960's, when Government first adopted a policy of active intervention on the supply side of the labor market, the scope of policy-oriented research on employment and training has broadened markedly. Until the Manpower Development and Training Act (MDTA) was passed in 1962, there was little precedent for such policy-oriented research; indeed, there was no explicit policy with respect to employment and training.

The goal, embodied in the Employment Act of 1946, was promoting maximum employment "...for those able, willing, and seeking to work." That act, however, provided no specific means for implementing the goal, and the chief tools were those of economic policy—the manipulation of monetary and fiscal policy to speed up or slow down the economy. Action was often dictated by the behavior of the unemployment rate, particularly during the four serious recessions (reaching troughs in 1949, 1954, 1958, and 1961), when unemployment approached and sometimes exceeded 1.5 times the rate then equated with full employment. Direct aid to the workers affected consisted primarily of the addition of financial cushions for those who suffered prolonged unemployment during a recession period. In these circumstances, policymakers relied heavily on employment and unemployment statistics, and research in the field concentrated on labor relations and labor economics.

Reorientation and expansion of R&D work on employment and unemployment began in 1963, under the MDTA's explicit provision for research to support an active policy for the development and utilization of human resources. In the same year, under the Trade Expansion Act of 1962, a small program was launched to retrain workers displaced as a result of foreign competition. Training policy was then directed primarily to remedying unemployment that came about because workers displaced by changes in the structure of the economy lacked the skills to perform needed jobs in other industries or occupations. As one analyst put it, the concern was yesterday's workers in today's world. Policy also rested on the principle that the education and training of the work force were important fuels for the engine of economic growth. Consequently, much of the early research under MDTA concerned, not policy per se, but the impact of technological change on both the volume and the structure of labor demand and the identification of shortages of skilled workers that were impeding economic progress, thereby contributing to inflation.

Hence, it was both significant and prophetic that one of the earliest MDTA research projects, conducted by Margaret Gordon, pointed to the need for using different criteria for evaluating training programs with economic objectives and those designed to redress the labor market manifestations of social disadvantagement. A spate of legislation during the mid-1960's reoriented both policy and R&D more clearly to the disadvantaged and broadened their horizons considerably. This legislation was outlined in the introduction to this volume and will not be repeated here.

In essence, these new laws transformed employment and training policy from an instrument to facilitate labor market adjustment into one prong of a national effort to alleviate poverty. This reorientation of policy was made explicit by the mandate in the Comprehensive Employment and Training Act of 1973 that local administrators of employment and training programs integrate them with other social programs.

With the reorientation of human resources policy has come growing awareness that the development and utilization of human resources are affected by countless laws, regulations, and government practices targeted primarily to other objectives. The impact of other policies on the labor market is thus a key consideration for those concerned with human resources policies.

For this reason, only about one-tenth of the projects included in this chapter are concerned with employment and training policy per se. The remainder pertain to a wide variety of policies that may impinge on the labor market. The list includes immigration policy, laws and regulations concerning military service and veterans, welfare policy and incomes proposals, economic and social conditions, such other domestic policies as Federal expenditures and minimum wage legislation, and policies on international trade and investment.

A. HUMAN RESOURCES POLICY

Among the studies of human resources policy, three that seek to anticipate policy issues are noteworthy. Two of the projects, were conducted by the National Commission for Manpower Policy (now the National Commission for Employment Policy), established by title V of CETA to examine the Nation's employment and training needs and goals and suggest particular means of dealing with them. The reports on these projects contain papers presented at regional and national conferences convened by the Commission in 1976 to discuss the formulation of employment and training goals and means of reaching them. The third project, which began in fiscal year 1966 and is still continuing, is designed both to sharpen the R&D focus on policy issues and to identify important policy implications of R&D findings. It is conducted by a group of independent experts in the employment and training field who constitute the National Council on Employment Policy (formerly the National Manpower Policy Task Force). Its products include policy statements on specific issues, research monographs, program and project evaluations, and conference discussions of emerging issues.

The section on human resources policy also includes a pioneering analysis of data on minority employment reported under the requirements of the Civil Rights Act of 1964. "Minority Employment Patterns, 1966," a project directed by Orley Ashenfelter and Harold Sheppard, has provided an analytical model for a number of subsequent studies.

ORD's work in the field of occupational licensing represents a long-term investment, which began in 1967 as a feasibility project to examine the impact of occupational licensing practices on job entry and mobility. Advancing from early fact-finding efforts to successive educational and model building projects, Benjamin Shimberg of the Educational Testing Service, has been instrumental in disseminating widely research findings on current restrictive State licensing practices and assisting State officials in inititating reforms in specific State licensing laws and administrative procedures. In 1974-75, more than 100 State legislators, licensing administrators, and legal officers participated in meetings under ORD auspices aimed at gaining the support of State officials for regulatory reform programs in their States.

In a subsequent demonstration project Shimberg brought together a variety of State government service organizations, consumer groups, and individual State officials to share much-

needed information to maximize the effectiveness of individual State reform activities and provide technical assistance to those States that lack sufficient staff or resources to initiate their own remedial programs. Employing a model-building strategy, the project is documenting exemplary State practices, where they exist, to serve as models for other States. Where there is no such State experience in addressing a problem, the project is asking associations of State legislators, States' attorneys, and administrators, as well as public interest groups, to make recommendations.

Since its initiation, the latest demonstration project has generated some form of legislative and/or administrative action in more than 25 States. The States are using a variety of approaches ranging from comprehensive measures to make structural changes in their licensing systems to specific problem-solving activities directed toward changing licensing board composition or devising procedures to evaluate new licensing proposals. The major direction of these efforts is toward developing ways to reduce the proliferation of occupational licensing requirements and to insure public accountability for and confidence in existing regulatory mechanisms.

ORD's work has undoubtedly acted as a catalyst to State reform activities by providing a justification for change, guidelines to assist State policymakers in their revision process, and a supportive audience to utilize the results.

B. IMMIGRATION POLICY

Undocumented aliens have been the subject of a number of R&D studies, including a major one, by David North and Marion Houstoun, involving interviews with 793 apprehended aliens. Findings of that study and other research efforts are consistent in pointing out that undocumented aliens come to the United States mainly to improve their economic situation. They find jobs, usually in low-wage, low-status employment, and frequently work for substandard wages and under poor working conditions. According to many experts, the continued availability of undocumented aliens results in depressed job markets, creates a job situation that perpetuates their use, and adversely affects U.S. low-wage workers.

Research studies on undocumented aliens were thoroughly examined by the Carter administration as a guide to decision-making, and the President's proposals on the issue were clearly in keeping with the research findings. For example, the President's proposals called for making it unlawful to hire undocumented workers and more strictly enforcing labor standards legislation. The latter proposal responds to findings on the labor market exploitation of undocumented workers. By making it more costly to hire the aliens, such enforcement should reduce their employment. The proposed employer sanctions are in accord with findings that the prime motive for illegal immigration is economic. Reducing economic incentive should decrease such immigration.

C. VETERANS AND MILITARY SERVICE

Among the studies of military service, three concern an area in which R&D work has made important contributions to the decision on a national program—the rehabilitation of young men who could not pass the mental standards test when summoned for the draft. The earliest of these studies—conducted by the President's Task Force on Manpower Conservation—highlighted the startling fact that fully one-third of the young men turning 18 would be found unqualified if examined for induction into the Armed Forces. These men were about evenly divided between the physically unfit and those unable to pass the mental tests, who were the subject of the second study by the Research Triangle Institute. A large number of these men were the products of poverty, and without special rehabilitation, they clearly would perpetuate the cycle of poverty. As a result of these findings, the Departments of Defense, Labor, and Health, Education, and Welfare initiated a national program for the guidance, testing, counseling, training, and rehabilitation of those rejected for military service. The third research project by The Air Force Human Resources Laboratory considered one phase of this program, in which the Army lowered its mental standards to accept and train what proved to be, not 100,000, but 140,000 of these disadvantaged young men.

D. WELFARE POLICY AND INCOMES PROPOSALS

The numerous studies reviewed in this section resulted partly from the prolonged debate over welfare reform that began to escalate in 1969. Many of the baseline data for that debate were provided by a 1968 National Planning Association study conducted by Leonard Lecht to estimate the probable extent and nature of the need for programs to help alleviate poverty. A number of other analysts studied the potential effects on labor supply of such proposals as a negative income tax, wage subsidies, or the Family Assistance Plan proposed in 1970. Still others examined the impact of such exsiting arrangements as the tax credit for employers of Work Incentive (WIN) Program registrants and the so-called workfare law of New York State. Demonstration projects to develop and test alternatives to the present system are included in section G of chapter 3, since they are more closely related to program than to policy. The findings of those projects, together with the studies in this policy chapter, provide a substantial basis for choices on a number of issues related to welfare reform.

E. ECONOMIC AND SOCIAL CONDITIONS AND OTHER DOMESTIC POLICIES

This section reviews projects that concern domestic policies not previously enumerated and background social and economic conditions that affect the labor market but are largely beyond the scope of present policies. Hence the projects defy categorization. Topics include workers' compensation, public safety activities, minimum wage legislation, Federal expenditures and contracts, and the minority business program, to name just a few.

Perhaps one study, "Manpower Needs for National Objectives in the 1970's" by Leonard Lecht deserves special mention. It used a novel approach to providing a basis for setting national priorities. Essentially, it found that the numbers and types of workers likely to be available up to 1975 would be inadequate for simultaneous attainment of a set of national goals propounded by a presidential commission in 1960. Though the figures are now out of date, the study still has significance in pointing up the impact of social policies on the nature and amount of labor demand and in emphasizing the need to consider labor supply in planning a feasible pace of progress toward policy objectives.

F. INTERNATIONAL LABOR, TRADE, AND INVESTMENT

Nearly all of the projects on the domestic implications of policies concerning international trade and investment have been conducted through the Bureau of International Labor Affairs of the Department of Labor. They are included here by

virtue of a 1972 arrangement for funding those projects by a transfer of funds from the Employment and Training Administration.

The contents of this chapter reaffirm the necessity for a broad definition of "policy" as it affects the labor market. Studies included here confirm the impact on the labor market of such diverse policies as prospective changes in Federal spending, immigration, and occupational licensing regulations. Similarly, many of the international projects illustrate possible conflicts between domestic objectives concerning human resources and international policy goals. Thus, if there is a common thread in this diverse group of R&D projects, it may be that the potential impact on the domestic work force of policies targeted to other objectives is a key consideration in the formulation of human resources policy.

1A. HUMAN RESOURCES POLICY

1-001 Employment of Older Workers

BUREAU OF EMPLOYMENT SECURITY, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Anthony J. Fantuci

Contract BES-A.C-63-4-1
Project completed fiscal year 1964

Descriptors: OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT

This project consisted of two surveys for the President's Council on Aging. One examined the extent of arbitrary age specifications in over 25,000 job orders placed with the public employment service in eight cities in States which did not prohibit discrimination because of age. The other surveyed employers to find out what characteristics they associated with age restrictions in employment.

Nearly 3 of every 10 job orders restricted hiring to persons under 45 years of age and almost half specified persons under 65. The employers who were surveyed most often cited inability to meet physical requirements of the job as the reason for not hiring older workers. This was followed by pension and insurance costs, lack of adaptability to change, lack of specific skills, and salary requirements.

Results of the project were instrumental in the requirement, in Section 715 of the Civil Rights Act of 1964, that the Secretary of Labor conduct a "study of the factors which might tend to result in discrimination in employment because of age and of the consequences of such discrimination." That study, in turn, led to the Age Discrimination in Employment Act of 1967.

1-002 Retraining and Labor Market Adjustment in Western Europe

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Margaret S. Gordon

Contract MDTA 8-63
Project completed fiscal year 1965

Descriptors: EMPLOYMENT AND TRAINING POLICY; MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA); TRAINING ALLOWANCES; MONOGRAPHS; EUROPE

The contractor conducted extensive interviews with officials in seven Western European countries in an attempt: (1) To discover what lessons from the European retraining programs may be relevant to American retraining problems; and (2) to develop a clearer notion of the role of retraining in relation to other economic and employment and training policies.

The study concluded that the United States should move toward maintaining an occupational retraining program as a permanent instrument of policy. A careful distinction was made between training for economic objectives, for which the efficiency of the training process may be measured, and training for social objectives such as providing opportunities for disadvantaged groups.

In comparing training allowances in Western Europe with those under the Manpower Development and Training Act, the researcher concluded that MDTA allowances were inadequate.

The study also indicated that European countries were further along toward developing an early warning system for unemployment and toward developing policies for the prevention of unemployment. Recognizing that government training and retraining programs were not a substitute for economic growth in overcoming unemployment, the study nevertheless emphasized, on the basis of European experience, that retraining could make a significant contribution to the solution of this problem.
1965

NTIS AD603647/AS
ETA MANPOWER/AUTOMATION RESEARCH MONOGRAPH NO. 4

1-003 Labor Standards and Job Training in Foreign Countries

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

William Gerber

Contract 81-09-66-15
Project completed fiscal year 1967

Descriptors: ON-THE-JOB TRAINING (OJT); COLLECTIVE BARGAINING; VOCATIONAL EDUCATION; INTERNATIONAL STUDIES; LAWS, LEGISLATION; UNIONS; APPRENTICESHIP

For this project, an in-depth study was made of how 16 foreign countries handled government-established standards and those agreed to through collective bargaining for bona fide on-the-job trainees. The researcher also examined the economic aspects, administrative practices, and social structure of areas where wage and hour standards were applied to training programs. Information was obtained through a questionnaire sent to labor attaches and labor reporting officers at selected U.S. overseas posts, and from secondary sources.

According to the findings, existing statutory and contractual labor standards regulations harmonized, on balance, with policies and practices designed to encourage private industrial training. This harmony between employer-provided training and prescribed trainee wages, hours, and other conditions of employment was attributed to the following principal factors:

1. The various educational and vocational systems were structured to promote the participation of young persons in vocational training.
2. The compulsory nature of some training legislation and/or the decentralized administration of the training programs provided a vehicle for advance solutions to possible problems of incompatibility between labor standards and training.
3. The net effect of recruitment of trainees at an early age appeared to be weighted in favor of agreement between training and labor standards.
4. The financing arrangements for training were, in general, a stimulus to vocational and apprenticeship training.
5. Trainee wages themselves were scaled to induce employers to provide training, and though minimal problems had arisen, they had either been dealt with or had been an insufficient cause of serious concern.
6. Hours of trainees, and particularly the restricted use of trainee overtime work, seemed to reconcile the interests of both employers and trainees.
7. The nature of adult training programs coincided with economic realities and social needs and led to the general acceptance of the way in which they are administered.

1967
ETA REPRINT FROM *Monthly Labor Review*, September 1967.
Available from ERIC—MP 000686

1-004 Manpower Research and the Formation of Manpower Policy

NATIONAL COUNCIL ON EMPLOYMENT POLICY
WASHINGTON, D.C.

Sar A. Levitan

Contracts 81-09-66-31 and 81-11-71-09
Project still in progress

Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; EFFECTIVENESS OF PROGRAMS; PLANNING, RESEARCH, AND DEVELOPMENT

The National Council on Employment Policy (until 1976, the National Manpower Policy Task Force) works closely with Government and the research community in reviewing current developments in employment and training and assessing them in relation to the need for new policies, programs, and research and development.

The council, a group of independent experts, meets several times each year. It prepares policy statements on specific issues, funds research monographs, organizes program and project evaluations, administers an annual conference for recent recipients of dissertation grants (formerly conducted under a separate contract each year), reviews the completed dissertations, and from time to time carries out such other activities as convening conferences for the discussion of emerging issues. It also provides, under special arrangements, technical assistance to universities that have received institutional grants.

Reports by the Task Force and the Council are listed below, in chronological order. (For other reports, see contracts 83-09-68-02, 81-51-68-22, and 82-11-72-17.)

BRITAIN'S INDUSTRIAL TRAINING ACT: ITS HISTORY, DEVELOPMENT, AND IMPLICATIONS FOR AMERICA

Gary B. Hansen
1968

Report Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; VOCATIONAL TRAINING; EMPLOYER PRACTICES AND POLICIES; GREAT BRITAIN

NTIS PB177145/AS
Also available from the National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

THE YOUTH LABOR MARKET

Edward D. Kalachek
1969

Report Descriptors: YOUTH; EMPLOYMENT; UNEMPLOYMENT; LABOR FORCE PARTICIPATION; LITERATURE REVIEW
Available as Policy Paper No. 12, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B-1, Ann Arbor, Mich. 48106.

APPRENTICESHIP PROBLEMS AND POLICIES

George Strauss
1969

Report Descriptors: APPRENTICESHIP

NTIS PB183096/AS

RURAL WORKER ADJUSTMENT TO URBAN LIFE, AN ASSESSMENT OF THE RESEARCH

Varden Fuller
1970

Report Descriptors: FARMWORKERS; MIGRATION; ASSIMILATION; ADJUSTMENT; LITERATURE REVIEW; PLANNING, RESEARCH, AND DEVELOPMENT
Available as Policy Paper No. 15, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B-1, Ann Arbor, Mich. 48106.

DISCRIMINATION IN EMPLOYMENT, AN APPRAISAL OF THE RESEARCH

Dale L. Hiestand
1970

Report Descriptors: LITERATURE REVIEW; PLANNING, RESEARCH, AND DEVELOPMENT; DISCRIMINATION; EMPLOYMENT
Available as Policy Paper No. 16, Publications Office, Institute of Labor and Industrial Relations, P.O. Box B-1, Ann Arbor, Mich. 48106.

SEX IN THE MARKETPLACE: AMERICAN WOMEN AT WORK

Juanita M. Kreps
1971

Report Descriptors: WOMEN; SEX DIFFERENCES; MALE/FEMALE; EMPLOYMENT PATTERNS; OCCUPATIONAL STRUCTURE; SEX DISCRIMINATION; EMPLOYER ATTITUDES; INDUSTRY PRACTICES; LITERATURE REVIEW
Available as Policy Studies in Employment and Welfare, No. 11, The Johns Hopkins University Press, Baltimore, Md. 21218.

THE ROLE OF THE PRIVATE SECTOR IN MANPOWER DEVELOPMENT

Charles A. Myers
1971

Report Descriptors: LITERATURE REVIEW; WORKER DEVELOPMENT; EMPLOYER PLANNING; TRAINING; PRIVATE INDUSTRY; WORKER UTILIZATION; EMPLOYER PRACTICES AND POLICIES
Available as Policy Studies in Employment and Welfare, No. 10, The Johns Hopkins University Press, Baltimore, Md. 21218.

THE POLITICS OF COMPREHENSIVE MANPOWER LEGISLATION

Roger E. Davidson
1972

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL EMPLOYMENT AND TRAINING POLICY; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT
Available as Policy Studies in Employment and Welfare, No 15, The Johns Hopkins University Press, Baltimore, Md. 21218.

REPORT ON THE 1973 NEW MANPOWER RESEARCHERS CONFERENCE

Robert Taggart, III
September 1973

Report Descriptors: CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; DOCTORAL DISSERTATION GRANTS
Available from National Council on Employment Policy, 2000 K St., N.W., Washington, D.C. 20006.

EMERGENCY EMPLOYMENT ACT: THE PEP GENERATION

Sar A. Levitan and Robert Taggart, III, Editors
1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); EFFECTIVENESS OF PROGRAMS; STATE AND LOCAL GOVERNMENTS; INDIANS
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105.

THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT: OPPORTUNITIES AND CHALLENGES

April 1974

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; EFFECTIVENESS OF PROGRAMS; NATIONAL EMPLOYMENT AND TRAINING POLICY; UNEMPLOYMENT; DISADVANTAGED
Available from National Council on Employment Policy, 2000 K St., N.W., Washington, D.C. 20006.

FINAL REPORT: CONFERENCE ON PUERTO RICAN MIGRATION AND MIGRANTS

June 1973

Report Descriptors: CONFERENCES; PUERTO RICANS; MIGRANTS; MIGRATION
Available from National Council on Employment Policy, 2000 K St., N.W., Washington, D.C. 20006.

RURAL WORKERS IN RURAL LABOR MARKETS

F. Ray Marshall
1974

Report Descriptors: RURAL AREAS; EMPLOYMENT PATTERNS; FARMWORKERS; LABOR MARKET BEHAVIOR
Available from Olympus Publishing Co., 937 East Ninth, South, Salt Lake City, Utah 84105.

ADAPTING LABOR MARKET STATISTICS TO POLICY NEEDS
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; INCOME; DATA SOURCES AND USE
Available from National Council on Employment Policy, 2000 X St., N.W., Washington, D.C. 20006.

EMPLOYMENT AND EARNINGS INADEQUACY: A NEW SOCIAL INDICATOR

Sar A. Levitan and Robert Taggart, III
August 1974

Report Descriptors: DATA SOURCES AND USE; LABOR MARKET INFORMATION; EMPLOYMENT POLICY; SOCIAL INDICATORS
Available as Policy Studies in Employment and Welfare No. 19, The Johns Hopkins University Press, Baltimore, Md. 21218.

MANPOWER PLANNING FOR LOCAL LABOR MARKETS

Garth L. Mangum and David Snedeker
1975

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET INFORMATION
Available from Olympus Publishing Company, 937 East Ninth, South, Salt Lake City, Utah 84105

SEX, AGE, AND WORK

Juanita M. Kreps and Robert Clark
1975

Report Descriptors: LABOR FORCE BEHAVIOR; LABOR FORCE PARTICIPATION; SECOND CAREERS; LABOR SUPPLY; WOMEN; AGE DIFFERENCES
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

THE BEST WAY TO REDUCE UNEMPLOYMENT IS TO CREATE MORE JOBS
July 1975

Report Descriptors: EMPLOYMENT AND TRAINING LEGISLATION; NATIONAL EMPLOYMENT AND TRAINING POLICY; FISCAL POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF
Available from National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

LABOR MARKET ISSUES OF AMERICAN INTERNATIONAL TRADE AND INVESTMENT

Daniel Mitchell
1975

Report Descriptors: TRADE EXPANSION ACT; EMPLOYMENT TERMINATION; RETRAINING; FOREIGN TRADE AND INVESTMENTS
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

HOW MUCH UNEMPLOYMENT DO WE NEED?
February 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC POLICY
Available from National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

TOWARD A COMPREHENSIVE HUMAN RESOURCES POLICY

Frederick H. Harbison
June 1976

Report Descriptors: ECONOMIC POLICY; NATIONAL EMPLOYMENT AND TRAINING POLICY; HUMAN RESOURCE DEVELOPMENT POLICY
Available from National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

ILLEGAL ALIENS: AN ASSESSMENT OF THE ISSUES
October 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; IMMIGRANTS; NATIONAL COUNCIL ON EMPLOYMENT POLICY; CONFERENCES; ALIENS
Available from The National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

THE IMPACT OF EMPLOYMENT AND TRAINING PROGRAMS
November 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; PROGRAM SERVICES AND TECHNIQUES; COST EFFECTIVENESS; EMPLOYMENT; LABOR MARKET INFORMATION
Available from The National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

REVIVING THE RECOVERY BY DIRECT JOB CREATION
December 1976

Report Descriptors: NATIONAL EMPLOYMENT AND TRAINING POLICY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; TAXES; TRAINING EFFECTIVENESS AND IMPACT
Available from The National Council on Employment Policy, 2000 K Street, N.W., Washington, D.C. 20006.

THE CHICANO WORKER

Vernon M. Briggs, Jr., Walter Fogel, and Frederick Schmidt
April 1977

Report Descriptors: MEXICAN AMERICANS; DISCRIMINATION; EMPLOYMENT OPPORTUNITIES; LOW-WAGE JOBS; POVERTY; PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY; SOUTHWESTERN STATES
Available from University of Texas Press, P.O. Box 7819, Austin, Texas 78712.

JOBLESS PAY AND THE ECONOMY

Daniel S. Hamermesh
1977

Report Descriptors: UNEMPLOYMENT INSURANCE; EMPLOYER PLANNING; EMPLOYMENT TERMINATION; INCOME MAINTENANCE; TAXES
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

JOBS FOR THE DISABLED

Sar A. Levitan and Robert Taggart, III
1977

Report Descriptors: SHELTERED WORKSHOPS; VOCATIONAL REHABILITATION; HANDICAPPED; VETERANS
Available from The Johns Hopkins University Press, Baltimore, Md. 21218.

JOB DEVELOPMENT AND PLACEMENT: CETA PROGRAM MODELS

Miriam Johnson and Marged S. Sugarman
April 1978

Report Descriptors: CETA PROGRAMS; JOB DEVELOPMENT; JOB PLACEMENT; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; QUALITY OF EMPLOYMENT; HANDBOOKS
ETA

PUBLIC SERVICE EMPLOYMENT: CETA PROGRAM MODELS

Ray E. Corpuz, Jr.
1978

Report Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; CETA SERVICES AND PLANNING; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

WORK EXPERIENCE PERSPECTIVES: CETA PROGRAM MODELS

Marion Pines and James Morlock
1978

Report Descriptors: CETA PROGRAMS; WORK-EXPERIENCE PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

SUPPORTIVE SERVICES: CETA PROGRAM MODELS

Susan Turner and Carolyn Conradus
August 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING; HANDBOOKS
ETA

INTAKE AND ASSESSMENT: CETA PROGRAM MODELS

Lee Bruno
September 1978

Report Descriptors: CETA PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; CETA SERVICES AND PLANNING
ETA

ON-THE-JOB TRAINING: CETA PROGRAM MODELS

James Bromley and Larry Wardle
February 1978

Report Descriptors: CETA PROGRAMS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; HANDBOOKS
ETA

CLASSROOM TRAINING—THE OIC APPROACH: CETA PROGRAM MODELS

Calvin Pressley and James McGraw
1978

Report Descriptors: CETA PROGRAMS; OPPORTUNITIES INDUSTRIALIZATION CENTERS; PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING; HANDBOOKS
ETA

1-005 MINORITY EMPLOYMENT PATTERNS, 1966 (ANALYSIS OF EMPLOYER INFORMATION REPORT-EEO-1)

THE W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH
WASHINGTON, D.C.

Orley Ashenfelter and Harold L. Sheppard

Contract 81-09-67-13
Project completed fiscal year 1968

Descriptors: MINORITIES; LABOR MARKET BEHAVIOR; CIVIL RIGHTS ACT (1964); DISCRIMINATION

This study made a comprehensive analysis of minority group employment data for 1966 as reported by 120,000 employers subject to title VII of the Civil Rights Act of 1964. The analysis sought to: (1) Evaluate the data for policy implications and recommend priorities for implementing compliance and technical assistance programs conducted under the Civil Rights Act; (2) compare minority group employment experience among industries, geographic areas, and occupational levels, by sex, by specific minority groups, and in relation to the total work force; and (3) improve the annual survey questionnaire instrument and methodology for future data collection.

In establishing criteria for identifying discrimination, major consideration was given to the educational level of the workers involved. Using an index technique, the study compared employment of the several racial/ethnic groups identified in the data by industry, occupation, and region, and in standard metropolitan statistical areas located in the different regions.

In the industries covered by the data, occupational discrimination against blacks appeared to rise in direct relationship to their concentration in the industry, the percentage of well-paid occupations in the industry, the level of education of the blacks involved, and the proportion of the industry's employment located in the south.
1968

NTIS PB180385/AS

1-006 URBAN AND REGIONAL DIMENSIONS OF MANPOWER POLICY

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Niles M. Hansen

Contract 81-19-68-17
Project completed fiscal year 1970

Descriptors: EMPLOYMENT AND TRAINING POLICY; INDIANS; RURAL AREAS; EMPLOYMENT; MEXICAN AMERICANS; SOUTHWESTERN STATES; APPALACHIA

This study examined current regional development policies, programs, and alternatives with specific reference to human resource development and worker mobility.

Development programs, the researcher found, have emphasized efforts to improve physical facilities in outlying rural areas in the hope of inducing economic activity and growth, without commensurate effort to improve human resources. More recently, funds have been allocated to attract industry to central-city areas in large metropolitan centers already plagued by many serious problems.

The researcher concluded that the most efficient way to provide jobs for residents of distressed regions would be to develop, as growth centers, intermediate-sized cities that have already demonstrated strong economic and employment growth and show potential for future growth. These growth centers would not only provide employment for residents, but would also help reduce the influx of ill-prepared migrants to large metropolitan centers which have difficulties in absorbing them. Mobility benefiting both the worker and the receiving area is now considerably restricted because many rural workers do not possess the skills or training for urban employment.

The study indicated that an essential feature of employment and training policy should be to link the problems of lagging areas to opportunities in growth centers by aiding the further development of such centers on the condition that the centers employ a significant number of unemployed or underemployed persons from lagging areas. An accompanying investment in human resources and expansion of employment and training programs in lagging areas, including location programs with comprehensive supportive services, are also desirable and economically rational from a national point of view. Conditions and prospects are evaluated for seven areas or groups of areas with relatively lagging economic conditions, including the Appalachian region, Indian reservations, and areas of the Southwest with large concentrations of Mexican Americans (particularly south Texas).
1970

NTIS PB186252/AS
Also available as *Rural Poverty and the Urban Crisis—A Strategy for Regional Development,* Indiana University Press, Bloomington, Ind.; "Urban Alternatives for Eliminating Poverty," *Monthly Labor Review,* August 1969, pp. 46-47.

1-007 OCCUPATIONAL LICENSING AND PUBLIC POLICY

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

AND
MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Benjamin Shimberg, Barbara F. Esser, and Daniel H. Kruger

Contracts 81-24-68-45, 81-32-69-03, and Grant 91-32-68-18
Project completed fiscal year 1973

Descriptors: OCCUPATIONAL LICENSING; HEALTH OCCUPATIONS; GOVERNMENT POLICIES; STATE AND LOCAL GOVERNMENTS; CRAFT WORKERS; SERVICE INDUSTRIES; COSTS; TESTING; ELIGIBILITY STANDARDS; MONOGRAPHS; TRANSPORTATION INDUSTRY; GEOGRAPHIC MOBILITY; WOMEN; SKILLED WORKERS; CONSTRUCTION INDUSTRY; DISCRIMINATION; ALABAMA; ARIZONA; CALIFORNIA; FLORIDA; ILLINOIS; NEW YORK; OKLAHOMA; TEXAS

Following a pilot survey to determine its feasibility, this study investigated the licensing of nonprofessional occupations in which shortages have been reported in the construction trades, health service, other service occupations, and transportation. It also included two occupations licensed by the Federal Government: airplane mechanics and officers of the U.S. Merchant Marine.

Interviews with licensing officials, vocational educators, union officials, officers of occupational associations, employers, and applicants for licenses were conducted in five large States (California, Florida, Illinois, New York and Texas), three smaller States (Alabama, Arizona, and Oklahoma), and 24 cities in these States. For each occupational field, answers were sought to the following questions: Who does the licensing? What are the licensing requirements? How is competency tested? What happens if an applicant fails? What happens if a licensee moves?

The study disclosed wide variations in the number and type of licensed jobs and in licensing requirements and board practices. The variations were traced to the lack of national standards for most of the occupations studied, and the freedom of licensing boards to establish their own regulations and grant exemptions. In testing, these shortcomings were accentuated by the boards' lack of expertise in the development and scoring of examinations.

Since licensing often was a response to pressure from practitioners in the field, rigid educational and training requirements were often a reflection of the fragmentation and specialization of job duties among closely related occupations, as in the health field.

Other licensing requirements had little to do with job performance; giving examinations only in English or specifying that the applicant must be a U.S. citizen "of good moral character," for example.

The cost of licensing was sometimes high, counting application and examination fees, transportation to testing sites, and housing and meals during the examination for applicants (and their models in practical examinations).

In combination, the researchers found, such requirements could impede not only entry into the occupation but the licensee's ability to move from one part of the country to another while working in the same occupation or to move up a career ladder as he or she acquired experience on the job.

The researchers recommended that needed changes be brought about by the combined action of the boards, the Federal and State governments, trade and professional associations, labor organizations, and community groups preparing applicants for licensing examinations. Since virtually all licensing is based on State legislation, they advocated a study commission for each State to help the legislature reassess the role and function of licensing and establish guidelines for its organization and operation. A major responsibility urged on the Federal Government was the establishment of a nationwide information center for licensed occupations. (See contract 21-34-76-10 and grant 21-34-75-12 for projects following up on these recommendations.)

October 1972

NTIS PB213055/AS
Also available as *Occupational Licensing: Practices and Policies*, Public Affairs Press, Washington, D.C., 1973.

A PILOT STUDY TO DETERMINE THE FEASIBILITY OF INVESTIGATING NATIONALLY THE IMPACT OF LICENSING PRACTICES ON THE AVAILABILITY OF AND MOBILITY OF NONPROFESSIONAL MANPOWER IN OCCUPATIONS WHERE SKILLED SHORTAGES EXIST

Benjamin Shimberg and John V. Moe
1969

NTIS PB178306/AS
ETA OCCUPATIONAL LICENSING AND THE SUPPLY OF NONPROFESSIONAL MANPOWER, MANPOWER RESEARCH MONOGRAPH NO. 11, 1969.

1-008 CHANGING PROFILE OF EUROPEAN MANPOWER POLICIES

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Solomon Barkin

Grant 91-23-68-27
Project completed fiscal year 1974

Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; ORGANISATION FOR ECONOMIC CO-OPERATION AND DEVELOPMENT; WOMEN; EUROPE

The project reported on the experience of Organisation for Economic Co-operation and Development (OECD) countries in the field of Employment and Training and on the research investigations and studies developed by this organization on employment and training policies and administration.

The study evaluated the distinctive contributions which foreign experience and research make to the development of the American program for employment and training, starting with the concept that an "active policy" constitutes a system of policies and programs to promote the Nation's economic and social goals. It also reviewed the phases of policy, its formulation and administration, by depicting or appraising the degree to which the individual European countries achieved an integrated active employment and training policy; the role of regional and international agencies; and the current requirements for achieving this goal both at a national and continental level.

The European policy systems were described as in a state of flux, having entered upon a period of fundamental reform of individual organizations and services. They lacked an all-embracing vision of the future suitable to the varied national systems. They had recast their structures and even philosophies, but were still in search of a key toward an integrated national program. The concept of an active policy remained an intellectual construct rather than an operating formula.

Many innovations occurred in institutions. Most outstanding were the emphasis on the recruitment of married women to meet labor needs. The schooling and training systems were being revised to mesh both the industry and school-based approaches. School-leaving ages were being postponed. The emphasis on full employment continued high, and countercyclical employment programs were more widely used. Many reforms were being made in the operation of the employment services, the most outstanding being self-service. More thought was being given to service to the special labor markets. But little progress had been made to convert the service into an organization for the "optimum productive allocation of the nation's human resources." The employment and training agencies had made few advances in coordinating policies and practices in the internal and external labor markets. The agencies were sponsoring more studies and research, but a coordinated administration was still a far-off goal.

The report concluded that an all-embracing definition of objectives was required for integrated national and continental employment and training policy systems to provide the vision

and reengender the enthusiasm required for progress in this area.
1974

NTIS PB226677/AS

1-009 British Manpower Policy and the Process of Institutional Change

BOWDOIN COLLEGE
BRUNSWICK, MAINE

John C. Donovan

Grant 91-21-69-43
Project completed fiscal year 1971

Descriptors: ECONOMIC POLICY; PUBLIC EMPLOYMENT SERVICE; INSTITUTIONAL CHANGE; EMPLOYMENT AND TRAINING POLICY; GREAT BRITAIN

This study analyzed recent British experience in developing manpower policy as an instrument of institutional change. It focused on the influence exerted on manpower policy by national economic policies, private groups, and key civil servants. Data were obtained from descriptive literature on the British programs and interviews with British government officials, trade union and business group spokesmen, and leading academic specialists.

The principal findings were: The overt purpose of British manpower policy was far more economic than social; career government professionals have been influential in social and institutional change; and the employment service had a key role in a continuing manpower revolution, especially in a situation calling for the substantial upgrading of skills. Because of its unglamorous image, the task of remodeling the employment service had become an urgent necessity.

This was also true in the United States, the author concluded, although an American observer could make only limited comparisons because British manpower policy had relatively little to do with the problems of the severely disadvantaged.
1971

NTIS PB194699/AS

1-010 The Closed Door: The Effect of a Criminal Record on Employment With State and Local Public Agencies

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Herbert S. Miller

Contract 81-09-70-02
Project completed fiscal year 1972

Descriptors: CORRECTIONS; GOVERNMENT POLICIES; CIVIL SERVICE SYSTEM; HIRING PRACTICES; STATE AND LOCAL GOVERNMENTS; EX-OFFENDERS; LAWS, LEGISLATION

Examined in this study were State and local government policies and practices concerning the employment of individuals with criminal records (juvenile and arrest and conviction records) and the extent to which they act as barriers in obtaining public employment.

Information was obtained via examination of statutes; analysis of job application forms, questionnaires, Bureau of Census data, and State and local reports; and intensive onsite review of the hiring practices of six jurisdictions (San Francisco; Phoenix; Hennepin County, Minn.; Nashville-Davidson, Tenn.; Newark; and the State of Michigan).

The major findings are: (1) An arrest record without a conviction is a substantial obstacle; (2) present annulment and expunging statutes do not remove obstacles for those with conviction records; (3) juvenile records are an obstacle despite statutes declaring juvenile adjudication noncriminal and State policies protecting their confidentiality; (4) State civil service statutes provide no guidelines for personnel administrators; (5) application forms frequently ask for arrest records without providing an indication of eligibility of ex-offenders; (6) civil service procedures generally act as a barrier for an ex-offender; (7) civil service educational requirements for many jobs are set too high and, consequently, discriminate against ex-offenders, most of whom have a limited education; and (8) correctional officials do not inform their clients of their legal status or of ways to mitigate the effect of their records on job opportunities.

The major conclusion is "that the primary objective must be the reform of our legal and administrative structure at the State and Federal level."

Three model statutes which were developed based on the findings are recommended. Also recommended is a model national arrest record act. The study also delineates the legal basis for congressional intervention.

The findings are being used by the American Bar Association in a project designed to help remove formal barriers to the employment of ex-offenders (see contract 82-11-72-02).
February 1972

NTIS PB207680/AS

1-011 Exploratory Empirical Research on the Pathology of Secondary Labor Markets

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Robert E. Hall

Grant 91-05-70-37
Project completed fiscal year 1974

Descriptors: DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT; EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; LABOR SUPPLY; UNEMPLOYMENT/INFLATION TRADEOFF; DUAL LABOR MARKETS

Two distinct studies were undertaken in this project. The first examined empirical data concerning the unemployed during a period of full employment, and concluded that the Keynesian dichotomy between frictional and involuntary unemployment was not a particularly useful approach. The implications of various alternative hypotheses about unemployment were tested.

It was found that at full employment, the duration of unemployment was relatively brief for almost all of the unemployed, yet the remaining level of unemployment was far too high to be identified as benign frictional unemployment. Data on individuals at a single point in time showed: (1) Who was likely to become unemployed for a spell one or more times during a year, not who was likely to remain permanently out of a job; (2) blacks and women seemed to be excluded from work that offered an incentive to stay with a job permanently, and spent much larger portions of their time in the labor force looking for new jobs than did white males; and (3) within each group, the lowest-paid members spent many more weeks looking for work than did the higher-paid ones.

The second study, dealing with prospects for shifting the Phillips curve through employment and training policy, examined a variety of alternative policies, and attempted to make a quantitative appraisal of their effects on the tradeoff between inflation and unemployment. The researcher scrutinized current and proposed Federal programs for policies: (1) To streamline the operation of the labor market within the existing pattern of supply and demand and through expansion of the employment services; (2) to change the pattern of the supply of labor by retraining disadvantaged workers; and (3) to change the pattern of demand for labor by providing good job openings for workers who previously have had unstable, low-paying, and unpleasant jobs.

The principal conclusion of the study was that only a relatively small shift in the Phillips curve could be achieved through programs that are politically feasible. Programs for streamlining the operation of the labor market might induce a shift in the Phillips curve of perhaps 0.2 percentage points in the unemployment rate, and an expanded Federal policy di-

rected at teenagers might induce a similar shift of about the same magnitude.

WHY IS THE UNEMPLOYMENT RATE SO HIGH AT FULL EMPLOYMENT?
1974
Available in *Brookings Papers on Economic Activity* No.3, 1970, pp. 411-441.

PROSPECTS FOR SHIFTING THE PHILLIPS CURVE THROUGH MANPOWER POLICY
1974

NTIS PB236532/AS

1-012 THE FINANCIAL RESOURCES OF RELEASED PRISONERS

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Albert D. Biderman

Grant 91-11-71-32
Project completed fiscal year 1974

Descriptors: CORRECTIONS; STATE AND LOCAL GOVERNMENTS; INCOME

The project examined the financial condition of ex-prisoners when they were released from State prisons, and described the various State practices concerning gate money, prisoners' earnings, savings, work release, and other factors. A telephone and mail survey was conducted with the cooperation of the corrections departments of the 50 States and the District of Columbia.

It was found that the majority of prisoners left prison as they entered: poor, with few employable skills, and little work experience. Forty-eight States provided gate money or supplemented the prisoners' institutional earnings in amounts between $10 and $50. Delaware and North Dakota did neither. Thirty-six provided clothing and transportation upon release; nine provided clothing only; three provided transportation only, and three did neither. Six States had no institutional earnings program; the remaining States paid from under $.50 to over $1 per day. Forty States had work release programs enabling the prisoner to save money as well as have a job on release from jail. There were no welfare programs dealing exclusively with ex-offenders, and State loans to prisoners were rare.

The project concluded that provision of greater financial aid to prisoners while in prison and upon release might lessen recidivism.

Kenneth J. Lenihan
1974

NTIS PB237471/AS

1-013 THE OPTIMAL TIMING OF TRAINING SUBSIDIES

PRINCETON UNIVERSITY
PRINCETON, N.J.

Daniel S. Hamermesh

Grant 91-34-72-51
Project completed fiscal year 1973

Descriptors: COST EFFECTIVENESS OF PROGRAMS; FEDERAL FUNDING; BUSINESS CYCLE; TRIGGER MECHANISMS; EMPLOYMENT AND TRAINING POLICY

This study of the economic effects of increasing Government funds for training when unemployment is high examined six trigger mechanisms for starting and stopping the extra spending. Each of the six was evaluated by calculating the benefit-cost ratio, the increment in real gross national product (and hence employment), and the income transfers to the long-term unemployed the trigger would have produced had it been in effect between July 1948 and December 1970.

The study developed a theoretical model of cyclical variations in the benefits and costs of subsidies for social programs, and used it to determine variations in the benefits and costs of beginning training at various points in the business cycle. Other models were used to analyze the effects of variations in the timing of training on gross national product, aggregate employment, and income transfers to the long-term unemployed.

Many of the data used were drawn from nine earlier studies of the costs and benefits of training and, as with any theoretical model, may not represent actual conditions accurately. But because the same data and assumptions were used in testing all six triggers, it is unlikely that actual data would change their relative rankings.

The findings suggested that: (1) Extra spending on training programs during a recession would increase their efficiency and strengthen the economy as long as the displacement problem is not great. (2) Keeping extra spending constant while the trigger is "on" would be less desirable than continuing to increase it as the unemployment rate continued to rise above the trigger point. (3) The greatest improvement in program efficiency would come from extra spending during one-half of the business cycle. (4) The 1972 legislation proposal to start extra spending when the unemployment rate rises to 4.5 percent and stop when it returns to that level would be inferior to a mechanism that triggers increased spending at the 4.5 (or 4.2) percent level but cuts it off when the rate drops below 5.0 (or 4.8) percent. Such a mechanism would avoid putting workers into training programs near the end of a recession, when their chances of finding employment without further training would be rising and, by concentrating the extra spending nearer the start of a recession, would give the real gross national product a greater stimulus. (5) None of the six mechanisms was clearly superior to any other in channeling more income to the long-term unemployed.
January 1973

NTIS PB214359/AS

1-014 MANPOWER POLICY: PERSPECTIVES AND PROSPECTS

NATIONAL MANPOWER ADVISORY COMMITTEE
NEW YORK, N.Y.

Eli Ginzberg

Grant 92-36-72-11
Project completed fiscal year 1973

Descriptors: CONFERENCES; MANPOWER DEVELOPMENT AND TRAINING ACT (MDTA); PROGRAM SERVICES AND TECHNIQUES; EMPLOYMENT AND TRAINING POLICY

This grant helped finance a conference arranged by the National Manpower Advisory Committee on the occasion of the 10th anniversary of the Manpower Development and Training Act (MDTA). The conference, held in Washington, D. C., in March 1972, convened representatives of government, academia, labor, business, and local groups that had experience with MDTA policies and programs to assess the first 10 years of experience and discuss possible future directions.

The 19 papers presented at the conference are grouped into five categories in the report: Retrospect and Outlook, Program Development in the First Decade, MDTA and Social and Institutional Change, Program Administration, and Manpower Policy. Several of the papers dealt with pending legislative proposals that led, in 1973, to passage of the Comprehensive Employment and Training Act.

Seymour L. Wolfbein
1973
Available from Temple University, School of Business Administration, Philadelphia, Pa.

1-015 An Analysis of Selected Start-Up Industry Training Programs as Vehicles For Human Resources Development

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Roy R. Van Cleve

Grant 21-48-74-01
Project completed fiscal year 1977

Descriptors: OCCUPATIONAL TRAINING; RURAL AREAS; INDUSTRY PRACTICES; TRAINING PRACTICES; RELOCATION OF INDUSTRY; ECONOMIC DEVELOPMENT; SOUTH CAROLINA; NORTH CAROLINA; VIRGINIA; ALABAMA

This study examined the performance of startup industry training programs in South Carolina, North Carolina, Virginia, and Alabama. These programs were aimed at encouraging the relocation of new industry to the State by offering to assist in the training of new personnel, thereby reducing startup costs, and to assist in the hiring of the underemployed and unemployed. Startup training provided a means to alter normal industrial development by redirecting higher wage employers into rural areas with high concentrations of disadvantaged people.

The researcher found that little attention actually was devoted to upgrading disadvantaged workers. Instead, startup training was used as a sales tool for attracting employers to relocate wherever they pleased within the State. The researcher pointed out that simply because the program directors had not sought to alter the normal industrial development process did not necessarily mean that the programs did not have the potential to do so. If the State agencies were to be assigned explicit human resource development objectives, the results might be the location of incoming industries to areas of high unemployment and large potential for upgrading.

December 1976

NTIS PB262735/AS

1-016 The Impact of Legal and Administrative Remedies to Overcome Discrimination in Employment

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

F. Ray Marshall, Charles Knapp, Malcolm Liggett, and Robert W. Glover

Grant 21-48-74-03
Project completed fiscal year 1977

Descriptors: MINORITIES; DISCRIMINATION; COURT CASES; HIRING PRACTICES; INDUSTRY PRACTICES; SENIORITY SYSTEMS

This research presented several case studies of attempts to remedy employment discrimination against minorities through litigation and through contract compliance efforts. Various landmark court cases from the early 1970's were examined to determine their impact on minority employment patterns within the unionized sector of the construction industry. Case studies of contract compliance were drawn from the shipbuilding industry. Cases of litigation and compliance efforts in other industries were also considered.

The study concluded that the elimination of institutional discrimination through the courts on a case-by-case basis was expensive, time consuming, and uncertain as to the outcome. Legal procedures were in part limited owing to correctable defects such as inadequate funding, lack of coordination among government agencies with responsibilities in the area of equal employment opportunity, and inadequate knowledge of industry practices by the courts. Generally, the threat of legal action had more impact than its actual implementation.

Contract compliance activity in the shipbuilding industry demonstrated that steady pressure and constant surveillance on the part of compliance officials who had developed a good understanding of industry practices and familiarity with individual firms through constant interaction over time could be effective in promoting minority employment.

The cases indicated that change in minority employment patterns generally was more likely when minorities themselves were organized to bring pressure for change and litigation was accompanied by an outreach effort to recruit, train, and place qualified minorities.

December 1976

NTIS PB264927/AS

1-017 An Economic Analysis of Occupational Licensure

UNIVERSITY OF RHODE ISLAND
KINGSTON, R.I.

Elton Rayack

Grant 21-44-75-08
Project completed fiscal year 1976

Descriptors: OCCUPATIONAL LICENSING; LABOR MOBILITY; SKILLED WORKERS; ECONOMIC ANALYSIS AND ECONOMETRICS; TESTING; GOVERNMENT POLICIES; RHODE ISLAND; CONNECTICUT; MASSACHUSETTS

This study analyzed detailed statutory provisions in three States to identify restrictive policies pursued by licensing boards, legislative constraints on the availability of licensed services, and the role of licensing examinations in restricting entry into regulated occupations. Failure rates on licensure exams for 12 nonprofessional occupations were correlated with fluctuations in unemployment levels to assess the impact of economic determinants on the examination process.

The findings showed a positive correlation between failure rates and unemployment rates, indicating a rise in failure rates as labor market conditions declined, thereby strengthening the competitive position of those licensed.

The report cited an inverse relationship between the required amount of training and education and the probability of success on a licensure exam. Failure rates in the construction trades were substantially higher than the other occupations surveyed, while the apprenticeship period was significantly longer.

The study also cited such restrictive licensing practices as price advertising bans, work restrictions, jurisdictional disputes, lack of reciprocity, and inadequate complaint procedures as further evidence of needless regulations.

This research called for the abolishment of unjustifiable entry and mobility restrictions and the elimination of occupation-dominated licensing boards.

June 1976

NTIS PB258664/AS

1-018 Improving Occupational Regulation

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Benjamin Shimberg

Grant 21-34-75-12
Project completed fiscal year 1976

Descriptors: OCCUPATIONAL LICENSING; CONFERENCES; FEASIBILITY STUDY; STATE AND LOCAL GOVERNMENTS; ADMINISTRATION OF LAWS; CREDENTIALING

Four regional conferences were conducted to determine the feasibility of initiating cooperative projects among States to bring about needed improvements in the field of occupational regulation. Participants were State legislators, administrators of licensing agencies, attorneys general, governor's aides, and consumer officials from 30 States. The project carried forward

the impetus to licensing reform revealed in the author's earlier study (See contracts 81-24-68-45 and 81-32-69-03).

The project examined the critical issues involved in regulatory policymaking and administration, explored methods for initiating reforms, and probed the extent of States' interest in participating in cooperative projects.

Conference findings revealed a need to reexamine the purposes and functions of regulation and to make structural changes in the way regulatory agencies were administered to achieve a better balance between occupational group interests and those of the public. Participants expressed a need for better communication of ongoing State regulatory activities.

The report recommended the development of a handbook on occupational and professional regulations to provide State officials with practical legislative and procedural guidelines to strengthen and standardize licensing laws and board practices. The handbook would assist lawmakers in drafting legislation and help administrators in evaluating qualifications, assessing competency, examining investigations and enforcement activities, and insuring due process. To strengthen the consumer role in regulatory activities, the handbook would suggest ways to identify qualified public members of regulatory boards and procedures for training them to function effectively once they have been appointed. The project director is developing the handbook (see contract 21-34-76-10).

July 1976

NTIS PB254742/AS

Available from Educational Testing Service, Center for Occupational and Professional Assessment; Princeton, N. J. 08540.

1-019 Occupational Licensing: Questions a Legislator Should Ask

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Benjamin Shimberg

Contract 21-34-76-10
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; HANDBOOKS; STATE AND LOCAL GOVERNMENTS; LAWS, LEGISLATION; ADMINISTRATION OF LAWS; INSTRUCTIONAL MATERIALS

This demonstration project is developing, disseminating, and promoting legislative and administrative guides as well as a consumer action handbook to assist State officials and public interest groups in improving regulatory practices in their States. The project will provide model administrative procedures, suggested legislation, and case studies of exemplary State reform efforts for use by State policymakers. These statutory and procedural guides, if adopted by the States, would result in more job-relevant entry requirements, more objective and equitable licensing board practices, and more valid competency measures.

Recognized authorities, State agency personnel, and associations of State government agencies, as well as regulatory officials representing the handbook users, will contribute to the manual. Technical aids, proposed as supplements to the handbook, would include training materials for public members of licensing boards; guides for drafting regulatory legislation and board regulations; and procedures to strengthen competency measures, particularly exams.

Presentations are planned for regional meetings of State government associations to introduce the research products to State policymakers. Field demonstrations are planned to show other States how to institutionalize recommended procedures.

Benjamin Shimberg, Educational Testing Service and Doug Roederer, Council of State Governments
May 1978

NTIS PB285547/AS

Available from Council of State Governments, Iron Works Pike, Lexington, Ky.

1-020 Demographic Trends and Full Employment

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Isabel V. Sawhill

Contract 20-11-76-11
Project completed fiscal year 1978

Descriptors: POPULATION; LABOR FORCE; UNEMPLOYED; MINORITIES; EMPLOYMENT AND TRAINING POLICY; CONFERENCES; IMMIGRATION

In early 1976, the National Commission for Employment Policy (NCEP) commissioned three papers in the fields of demographic and labor force changes and arranged for them to be presented at three regional conferences held in September and October 1976 on "Directions for National Manpower Policy." The papers included "Another Look at the Goals of Full Employment and Price Stability" by R. A. Gordon; "The Demographic Impact on Unemployment: Past Experience and the Outlook for the Future" by Michael L. Wachter; and "Demographic Trends Affecting the Future Labor Force" by Karl E. Taeuber. They have since been published under a single title, *Demographic Trends and Full Employment*, with a foreword by Eli Ginzberg.

In the first paper, Prof. Gordon made a strong case for establishing separate full-employment targets for groups in the labor force that had been experiencing persistently higher-than-average rates of unemployment, e.g., minorities and teenagers.

Prof. Wachter traced the increasing aggregate unemployment rate to the large relative inflows into the labor market of young people and women, both of whose labor force attachments were less continuous than for the population as a whole. He estimated that, as a result, the lowest level of unemployment that would not cause inflation had increased from 4 percent to 5 or 5 1/2 percent. He was optimistic about containing or even lessening this rate in the future because of the likely decrease in fertility rates, the potential of labor policies such as those leading to a better linkage between school and employers, subsidized training in the private sector of the hard to place, and extended remedial efforts for the most seriously disadvantaged. However, he did call attention to the fact that the level and ease of qualifying for income transfer payments made it less costly for people to remain unemployed.

Prof. Taeuber's paper pointed to the need to improve labor force projections through more frequent preparation of estimates, more detailed data, and the provision of a range of alternative projections.

DEMOGRAPHIC TRENDS AND FULL EMPLOYMENT

R. A. Gordon, Michael L. Wachter, and Karl E. Taeuber
December 1976

Available from National Commission for Employment Policy, 1522 K St., N.W. Suite 300, Washington, D.C. 20005.

1-020A Manpower and Immigration Policies in the United States

Descriptors: IMMIGRATION; ALIENS; LABOR MARKET BEHAVIOR; LABOR CERTIFICATION PROGRAM

This recently completed research paper by David S. North and Allen LeBel analyzes the manpower implications of current immigration policies. The researchers: (1) Reviewed the historical development of U.S. immigration policy, emphasizing labor market considerations; (2) described current policies and practices toward the entry and postarrival activities of legal immigrants, nonimmigrants, and undocumented aliens; (3) analyzed the numbers and the demographic and labor market characteristics of these groups; and (4) made rough estimates of the labor market impact of immigration in the coming decade.

Based on this work, the researchers concluded that the presence of undocumented alien workers makes it more difficult for the United States to reach such goals as providing full employment; integrating income maintenance and employment policy; improving social equity through improved employment

opportunities; and developing and maximizing the skills of the labor force.

David S. North and Allen LeBel
February 1978
Available from National Commission for Employment Policy, 1522 K St., N.W., Suite 300, Washington, D.C. 20005.

1-021 Manpower Goals for American Democracy

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Eli Ginzberg and Robert T. Hall

Agreement 20-11-76-13
Project completed fiscal year 1977

Descriptors: CONFERENCES; ECONOMIC POLICY; NATIONAL EMPLOYMENT AND TRAINING POLICY; DISCRIMINATION; EMPLOYMENT OPPORTUNITIES

The National Commission for Employment Policy and the American Assembly of Columbia University arranged and sponsored a conference on "Manpower Goals for American Democracy" to identify and discuss fundamental issues in the formulation of future goals. A book edited by Eli Ginzberg containing the eight background papers prepared for the conference was published in October 1976 by Prentice-Hall under the title *Jobs for Americans*.

The American Assembly's report indicated a general consensus of those attending the conference regarding policy recommendations. These included: (1) Development of fiscal and monetary policies adapted to promote economic expansion at a pace that would reduce the overall unemployment rate by 1.5 percentage points a year until the general unemployment rate reaches 5 percent early in 1978; (2) establishment of a National Youth Service with a substantially enlarged commitment primarily to assist poorly prepared youth to become productively employed in the regular economy; (3) improved curriculum and counseling in junior and senior high schools and elimination of educational and occupational segregation by sex, race, and social class; (4) on an experimental basis, providing vouchers to young jobseekers whereby employers would be subsidized for hiring and training them in jobs that have a long-term promise for advancement in skills and responsibility; (5) a public service employment program involving work projects for the long-term unemployed (over 15 weeks); (6) experimental programs to provide sheltered or supported work for those with special employment problems, such as ex-offenders, former drug addicts, and the severely handicapped, followed by efforts to place as many as possible; (7) early attention to the special needs of older persons forced into premature retirement and women at home; (8) early attention to the special occupational skill training and employment needs of Vietnam-era veterans; and (9) programs to strengthen the incentives and rewards that make work more attractive than the receipt of income transfers, through such means as the expansion of earned income supplementation for families with incomes between $4,000 and $8,000; a liberalization of the food stamp program; publicly subsidized adult occupational training opportunities to enable persons trapped in disagreeable low-paying jobs to acquire skills and to improve their prospects; and imposition of sanctions on employers who hire illegal aliens.
1976
Available from The American Assembly, Graduate School of Business, Columbia University; Prentice-Hall, Inglewood Cliffs, N.J. 07632.

1-022 Occupational Segregation by Sex: Determinants, Changes, and the Impact of Equal Employment Opportunity Laws

RADCLIFFE COLLEGE, THE INSTITUTE FOR INDEPENDENT STUDY
CAMBRIDGE, MASS.

Andrea H. Beller

Grant 91-25-78-04
Project still in progress

Descriptors: EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); CAREER CHOICE; DISCRIMINATION; OCCUPATIONAL STRUCTURE

This study will examine the determinants and extent of occupational segregation by sex between 1967 and 1974, focusing attention on the effect of the enforcement of equal employment opportunity laws.

Primary data analysis on occupations of men and women and their economic and demographic characteristics will be based on information from the U.S. Census Bureau's Annual Demographic File of the 1975, 1972, and 1968 Current Population Surveys. The Current Population Survey-Occupational Change in a Generation Replicate Master File will be used to estimate biases that may arise by the omission of background factors.

The research is expected to illuminate such issues as policies on day care, career training grants, and incentives to employers (rather than penalties, as under the present laws).

1B. IMMIGRATION POLICY

1-023 The Border Crossers, People Who Live in Mexico and Work in the United States

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

David S. North

Contract 81-09-69-08
Project completed fiscal year 1970

Descriptors: ALIENS; LABOR SUPPLY; COMMUTING; LAWS, LEGISLATION; MEXICO; TEXAS; NEW MEXICO; CALIFORNIA

This was a study of the Mexican residents working in the border areas of Texas, New Mexico, and California and their impact on the resident American work force. Interviews were conducted in 1969 with a sample of border crossers, and a review was made of transcripts of Federal hearings, particularly those of the Select Commission on Western Hemisphere Immigration, Immigration and Naturalization Service (INS) records and policies, court opinions, and proposed legislation.

Although there was no ongoing system for counting the number of working border crossers, the researcher's estimates indicated a minimum total of 100,000—47,876 "green card" commuters (Mexican Nationals living in Mexico classified as permanent resident aliens of the United States with permanent U.S. visas), 18,259 citizen commuters (American citizens living in Mexico), with the remainder illegal entrants. This represented 11 percent of the labor force in U.S. counties bordering Mexico—as high as 47 percent of employment in some counties.

Various studies and statistics cited in this report suggested that commuters took jobs that otherwise would go to U.S. residents. Depressed wages tended to reduce the likelihood of union representation and tended to force U.S. workers into the agricultural migrant stream. At the same time, some border crossers benefited, directly or indirectly, from many Federal programs and they often did not meet their U.S. military and tax obligations. Moreover, the author found that their employers (especially those who hire illegal immigrants) were less likely to comply with labor standards and social insurance law than other employers.

Despite some recent tightening of the rules, current immigration practices generally did not protect the border labor market adequately from the adverse effect of commuters, in the researcher's opinion. The provision of the 1965 Immigration Act requiring that the Department of Labor approve the entrance of jobseekers was relatively ineffectual, the researcher found, because Mexicans who could not get a Labor certification could often be admitted as close relatives of U.S. citizens

or resident aliens (the status accorded green card commuters under INS regulations).

The executive branch of the Government, the researcher concluded, has studied the commuter issue but so far there has been little change in its policy or regulations. Congress has considered but not enacted a variety of bills since 1967 to restrict and regulate commuters. Court decisions—primarily on the issue of commuters as strikebreakers—have implied a need for better regulation of commuters.

The researcher recommended a number of ways to tighten the border labor markets and inhibit the flow of commuters but pointed out that the entire package probably could not be adopted during the next few years.
1970

NTIS PB191692/AS

1-024 Alien Workers: A Study of the Labor Certification Program

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

David S. North

Contract 81-11-71-08
Project completed fiscal year 1972

Descriptors: LABOR CERTIFICATION PROGRAM; ALIENS; EMPLOYMENT OPPORTUNITIES; JOB PLACEMENT; GOVERNMENT POLICIES

This study examined the Department of Labor's alien labor certification program. Information was obtained by interviewing persons who have worked with the program, reviewing the literature, and analyzing statistical and other data relating to immigration into the United States.

It was found that the labor certification program has no impact on the macro labor market and only limited effect on the micro labor market. Only about 59 percent of the certifications are utilized, about 45 percent simply legalize the presence of workers already here, and there is no control over the workers' employment after arrival in the United States.

It was concluded that the program, as an experiment, had continued long enough to make the judgment that an alternative approach was needed.
August 1971

NTIS PB202827/AS

1-025 Immigrants and the American Labor Market

TRANSCENTURY CORPORATION
WASHINGTON, D.C.

David S. North and William G. Weissert

Contracts 20-11-73-01 and 20-11-73-19
Project completed fiscal year 1973

Descriptors: IMMIGRANTS; LABOR FORCE BEHAVIOR; GOVERNMENT POLICIES

To find out about the role of recent immigrants in the U.S. labor market, this study analyzed the immigration files of 5,000 working-age immigrants who arrived in the United States in fiscal year 1970, and interviewed 100 of them and 200 of their employers.

Major findings were: (1) In recent years, immigrant cohorts have been approaching the U.S. norm in terms of sex, age, marital status, distribution among the States, and labor force participation. (2) On arrival, immigrants are more likely than Americans to report a professional, craft, or domestic service occupation and less likely to be either clerical workers or managers. (3) Many immigrant workers change their occupation in the American labor market. (4) A majority of immigrants of all ages are in the labor force, contrary to earlier estimates based on visa applications. (5) Immigrants continue to compete effectively in the American labor market during their first few years in the United States.
April 1973

NTIS PB221200/AS

1-026 A Longitudinal Study of Immigrants in the Labor Force

LINTON AND COMPANY, INC.
WASHINGTON, D.C.

David S. North

Contract 20-11-74-21
Project completed fiscal year 1978

Descriptors: IMMIGRANTS; EMPLOYMENT PATTERNS; LABOR MOBILITY; EARNINGS; EDUCATION; COMMUTING; GOVERNMENT POLICIES; LABOR MARKET BEHAVIOR

The objectives of the study were to determine the nature and extent of immigrant participation in the labor force and the factors that inhibit or encourage participation, the training that immigrants bring with them and its utilization, their earnings, and their labor market experiences over time.

The researcher analyzed data from the 1970 census of the foreign born, published Immigration and Naturalization Service (INS) data on groups of recent immigrants, unpublished INS data on a sample made up of 5,000 immigrants admitted in fiscal year 1970, and unpublished Social Security Administration data on the earnings of 1,393 (1970) immigrants. In addition, the researcher interviewed 254 persons from the sample of 5,000 immigrants admitted in fiscal 1970.

Among the findings were the following: 1. The demographic profile of recent groups of legal immigrants resembles that of the population at large: in age mix, level of education, and marital status, they are close to the national norms. 2. The immigrants earn much more money in the United States than they did in their homeland, and they work 10 fewer hours per week. 3. The immigrant women quickly earn more—perhaps by working longer—than their citizen counterparts in the U.S. labor market; the men approach equity with their peers more slowly. 4. There are substantial occupational group movements, many of which are initially downward. In connection with U.S. policies, the researcher reports that: (a) Although most immigrants become workers in the United States, most enter the country under provisions of the immigration law relating to family ties, and only a small minority are screened for their labor market characteristics; (b) while other segments of the U.S. labor force are protected from discrimination by employers, under most circumstances the immigrants are not so protected; and (c) immigrants (other than those who have been part of some large refugee groups) are not targets for specialized employment and training programs, as are many other segments of the U.S. work force.

The project also examined the socioeconomic characteristics and labor force participation of a sample of illegal aliens and a sample of green card commuters (i.e., immigrants who live in Canada or Mexico but work in the United States). Extensive interviews were conducted with 793 apprehended illegal entrants and 250 green card commuters. Questions were asked on: (1) Demographics; e.g., age, nationality, and marital status; (2) education and training; (3) work experience; (4) expenditures; e.g., amount of earnings usually sent to country of origin; and (5) experiences with social insurance, welfare, and health care agencies in the United States.

Among the findings were: (1) Most of the apprehended illegal aliens interviewed for this study were young disadvantaged adults who came from less developed countries to find employment in the United States, primarily in low-wage, low-skill, and low-status jobs; (2) more than one-fifth were paid below the minimum wage; (3) only 16 percent were union members; (4) the respondents sent an average of $105 a month to their homelands; and (5) the illegal alien workers in the sample were significantly more likely to have participated in "tax-payment systems" than to have used tax-supported programs. For example, most reported having had social security

and Federal income taxes withheld from their pay, while only 27 percent used hospitals or clinics, 4 percent collected 1 or more weeks of unemployment insurance, 1 percent secured food stamps, and 0.5 percent received welfare payments.

THE CHARACTERISTICS AND ROLE OF ILLEGAL ALIENS IN THE U.S. LABOR MARKET: AN EXPLORATORY STUDY

David S. North and Marion F. Houstoun
March 1976

NTIS PB252616/AS

SEVEN YEARS LATER: THE EXPERIENCES OF THE 1970 COHORT OF IMMIGRANTS IN THE U.S. LABOR MARKET

David S. North
June 1978

NTIS PB293228/AS

1-027 Nonimmigrant Alien Workers in the United States: Current Trends and Future Implications

NEW TRANS CENTURY FOUNDATION
WASHINGTON, D.C.
AND
MANAGEMENT CONSULTANTS UNLIMITED, INC.
ALBUQUERQUE, N.MEX.

David S. North

Contract 20-11-76-08
Project still in progress

Descriptors: GOVERNMENT POLICIES; ALIENS; STUDENTS; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT

The objective of this study is to obtain information about nonimmigrant aliens in the United States, in the form of reliable data concerning their actual numbers, chief characteristics, and current role in the Nation. Particular attention is being devoted to (1) their labor market participation and (2) the degree to which their actual labor market role is congruent with their prescribed role as set forth by their visas.

The project is reviewing regulations and programs dealing with the admission of nonimmigrants; analyzing relevant statistical data; and surveying temporary workers, students, exchange visitors, and persons making intracompany transfers. Project staff will also analyze current legislative proposals for expanding temporary worker programs and make alternative policy recommendations.

Findings from this study should be useful for review and possible revision of the Nation's basic immigration policy. Central to this undertaking will be the question of the appropriate role of nonimmigrant workers in the U.S. labor market, which is precisely the focus of the research.

1-028 Characteristics of Non-Apprehended and Apprehended Undocumented Residents in the Los Angeles Labor Market: An Exploratory Study

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Maurice D. Van Arsdol, Jr.

Contract 20-06-77-16
Project still in progress

Descriptors: IMMIGRANTS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; ALIENS; GOVERNMENT POLICIES; CALIFORNIA, LOS ANGELES

The researchers are analyzing data on the social and labor force charactistics of a relatively large number of nonapprehended undocumented aliens from Mexico. The data concern 4,500 persons who have requested information from One Stop Immigration Center, Inc., a Los Angeles community agency that provides assistance to those aliens who feel they may qualify for permanent residence.

The researchers also will: (1) Compare the social, labor force, and economic assimilation characteristics of the previously apprehended and not previously apprehended segments of this sample (about 80 percent of the 4,500 persons have not been previously apprehended); (2) compare the social, labor force, and economic assimilation characteristics of the sample of nonapprehended undocumented aliens with samples of apprehended illegal aliens from Mexico as reported in other studies; and (3) compare the One Stop clients with foreign-born from Mexico as enumerated in the 1970 census.

1-029 The Manpower Impact of Mexico's Peso Devaluation on Mexican-Americans and Border Labor Markets

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Gilbert Cardenas

Grant 21-48-78-08
Project still in progress

Descriptors: IMMIGRATION; SPANISH-SPEAKING AMERICANS; LABOR MARKET; EMPLOYMENT; GOVERNMENT POLICIES

This study examines the impact of the devaluation of the peso on employment patterns of Mexican Americans and on border labor markets. It also will explore the causes of the peso devaluation; review the employment, welfare, and immigration implications; and assess and recommend public policy considerations. The problem will be investigated by review of previous research; utilization of national, State, and local data sources and economic indicators; and interviews with local elected officials, employers, Chamber of Commerce members, governmental agency officials, and others.

1-030 An Analysis of the Earnings, Employment, and Impact of Immigrants to the United States

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Barry R. Chiswick

Grant 21-06-78-20
Project still in progress

Descriptors: IMMIGRATION; ALIENS; EARNINGS; LABOR FORCE PARTICIPATION; WOMEN; MINORITIES; GOVERNMENT POLICIES

The researcher will analyze the earnings, employment, and labor force participation rates of foreign-born residents and their native-born children. Separate analyses will be conducted for men and women and for various ethnic groups, including non-Spanish whites, Mexicans, Cubans, blacks, and Asians. The study will examine the effects of education, age, place of residence (e.g., urban-rural), number of years in the United States, country of origin, and native language.

The researcher also will estimate the impact of immigration on the aggregate national income of the United States and on the distribution of this income. The primary data source for the project is the 1970 Census of Population Public Use Sample.

1-031 U.S. Immigration Policies and Patterns: Foreign Policy Aspects

[redacted]*KINGS INSTITUTION*
...INGTON, D.C.

Morris Milton

Grant 21-11-78-26
Project still in progress

Descriptors: IMMIGRATION; FOREIGN TRADE AND INVESTMENTS; ALIENS; RURAL AREAS; EMPLOYMENT PATTERNS; LABOR SUPPLY; GOVERNMENT POLICIES

This project is a study of the foreign policy aspects of U.S. immigration policies and practices. The researcher will: (1) Review the major international migration patterns and their implications for source and host countries; (2) focus on the principal sources of illegal immigration to the United States, examining the factors contributing to the flow, its implications for the sending countries, and the steps that might be taken to reduce the flow; and (3) assess the domestic feasibility of the strategies identified for dealing with the problem. These strategies include modifying current immigration law to give neighboring countries increased immigration opportunities and initiating or expanding economic assistance programs to the principal source countries with special emphasis on developing employment opportunities in rural areas. Other steps are improving access to the commodity markets of the United States and other developed countries and encouraging more extensive population planning.

1-032 THE BORDER INDUSTRIALIZATION PROGRAM: ITS ROLE AS A PULL FACTOR IN ILLEGAL IMMIGRATION

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Edward J. Williams and Mitchell A. Seligson

Grant 21-04-78-29
Project still in progress

Descriptors: IMMIGRATION; ALIENS; UNEMPLOYMENT; MANUFACTURING; LABOR DEMAND; GOVERNMENT POLICIES; RIO GRANDE VALLEY

This study will examine the impact of the Border Industrialization Program (BIP) on illegal immigration to the United States. It will investigate such hypotheses as: (1) The BIP has led to a burgeoning population and increased unemployment in Mexican border cities, thereby increasing the potential for illegal entry to the United States and (2) employment in the BIP plants gives the workers opportunities for socialization, temporary livelihood, and contact with alien smuggling rings that may encourage them to attempt illegal immigration. The researchers will also investigate the potential of BIP operations located in the interior of Mexico for diverting persons considering illegal immigration from the border regions.

The primary source of data for the study will be interviews with employees in BIP plants. Questions will deal, for example, with migration, workers' demographic characteristics, firing practices within the plants, and attitudes of workers toward accepting work in nonborder BIP operations.

1C. VETERANS AND MILITARY SERVICE

1-033 ONE-THIRD OF A NATION: A REPORT ON YOUNG MEN FOUND UNQUALIFIED FOR MILITARY SERVICE

PRESIDENT'S TASK FORCE ON MANPOWER CONSERVATION
WASHINGTON, D.C.

Contract 81-08-13
Project completed fiscal year 1964

Descriptors: YOUNG MEN; HEALTH; MENTAL ABILITY; POVERTY; ARMED FORCES; GOVERNMENT POLICIES

The President's Task Force on Manpower Conservation was directed to prepare a program for the guidance, testing, training, and rehabilitation of youths found disqualified for military service.

Its study of the military service examination process and statistics on rejections provided information on the characteristics of rejectees and helped to pinpoint their needs for assistance.

It found that one-third of all young men in the nation turning 18 would not qualify if they were to be examined for induction into the Armed Forces. Of these, about one-half would be rejected for medical reasons. The remainder would be unable to qualify on the mental test.

Although many persons were disqualified for defects that probably could not be avoided, the majority appeared to be victims of inadequate education and insufficient health services. A nationwide survey carried out by the Task Force, of persons who have recently failed the mental test, demonstrated that a major proportion of these young men were the products of poverty.

1964
ETA

1-034 AN INTENSIVE INVESTIGATION OF THE PROBLEMS ASSOCIATED WITH YOUNG MEN WHO ARE MENTALLY UNQUALIFIED FOR MILITARY SERVICE

RESEARCH TRIANGLE INSTITUTE
DURHAM, N.C.

A. L. Finkner et al

Contract 81-32-31
Project completed fiscal year 1967

Descriptors: YOUNG MEN; MENTAL ABILITY; ARMED FORCES; TESTING; LABOR FORCE BEHAVIOR; GOVERNMENT POLICIES

This pilot study developed and tested techniques for measuring the ability of young men who failed the Selective Service mental test to adjust to work requirements or to obtain employment through remedial action programs. The sample of 103 mental rejectees was drawn from North Carolina to reflect an urban-rural mix and from Baltimore to represent a large industrial metropolitan area. Because of the high rate of nonresponse on the part of rejectees (an active sample of 200 had originally been proposed), alternative approaches for data collection in a national survey were suggested.

The 103 rejectees who participated in the pilot study were encountering severe problems in civilian life. For example, 28 percent were unemployed at the time of the survey (March-April 1966). The average job tenure was 7 months. Sixty-five percent worked as unskilled laborers, and over 56 percent earned less than $1.50 per hour.

A majority of the rejectees demonstrated relatively low vocational potential and low intelligence, as measured by the General Aptitude Test Battery and the Wechsler Adult Intelligence Scale, but about 25 percent possessed sufficient conceptual and motor aptitudes to handle semiskilled or even skilled occupations. For these, underemployment was a serious problem, with skill potential often exceeding the requirements of their jobs. An interviewing and examining team composed of a clinical psychologist and a psychiatric social worker found that nearly 50 percent of the rejectees showed symptoms of significant psychological health problems.

Suggested remedial efforts included programs to provide basic education, to improve psychological health, and to make available jobs in line with vocational potential.

A. M. Huq, et al
1967

NTIS PB176086/AS

1-035 An Analysis of Post-World War II Manpower Research, Policy and Program Experience Applicable to Current Manpower Planning for Peacetime Conversion of Military Manpower to Civilian Occupations

ATLANTIC RESEARCH CORP.
ALEXANDRIA, VA.

John F. Wallerstedt, Hans W. Weigert, and Walter R. Lawson

Contract 81-49-68-19
Project completed fiscal year 1969

Descriptors: ARMED FORCES; VETERANS; ADJUSTMENT; LITERATURE REVIEW; GOVERNMENT POLICIES

This study analyzed post-World War II research, policy, and program experience applicable to planning for the conversion of military personnel to civilian occupations following the cessation of Vietnam hostilities.

The authors found that research on adjustment problems of veterans had been limited mainly to military retirees, who constituted only a small part of those who left the service. They recommended much more research on the 2- and 3-year rank-and-file servicemen who accounted for the bulk of returning veterans and whose problems differed significantly from those of career soldiers and those of officers. They advocated the planning of research and programs that would take account of the training and employment needs of young workers before, during, and after military service. Since most of the programs addressed specifically to the problems of Vietnam era veterans were of recent vintage, the researchers were unable to assess the extent to which they might meet this objective.

1969

NTIS PB183258/AS
Also available from ERIC—MP 000729

1-036 The Impact of Military Service on Low-Aptitude Men

U.S. DEPARTMENT OF DEFENSE
WASHINGTON, D.C.

William E. Beusse, Manpower Development Division, Air Force Human Resources Laboratory, Air Force Systems Command

Contract 81-09-69-23
Project completed fiscal year 1974

Descriptors: LABOR UTILIZATION; GOVERNMENT PROGRAM IMPACT; LABOR FORCE BEHAVIOR; TRANSFERABILITY OF SKILLS; TRANSITION TO WORK; ARMED FORCES; DISADVANTAGED; VETERANS; YOUNG MEN; LONGITUDINAL SURVEYS; MENTAL ABILITY

This study examined the impact of military service on young men accepted under the lower mental test standards which applied in Project 100,000. Prior to initiation of Project 100,000 in October 1966, these men would have been rejected when they took their induction examinations upon being summoned for the draft. The study was supported jointly by the Department of Labor, the Veterans Administration, and the Department of Defense.

Project 100,000 was judged to be highly successful. Over 140,000 men were accepted under the so-called New Standards. The Armed Forces used modern instruction techniques and methods of building motivation to qualify these men both for military service and for more productive lives upon their return to civilian status. Nearly 40 percent were assigned to combat-type jobs in the Armed Forces. The remainder went into jobs in maintenance, communication, construction, transportation, supply, and other technical fields. Their promotion rate, supervisory evaluations, and disciplinary records evidenced satisfactory performance, and their educational level was measurably advanced through remedial reading and other education programs.

February 1974

NTIS AD785383/AS
Also available as Report MR 74-2, AFHRL TR 74-75, Air Force Human Resources Laboratory, Lackland AFB, Tex. 78236.

1-037 Employment Assistance to Ex-Servicemen with Other than Honorable Discharges: A Study of the Department of Labor's Exemplary Rehabilitation Certificate Program

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Thurlow R. Wilson

Grant 92-51-72-15
Project completed fiscal year 1973

Descriptors: VETERANS; EXEMPLARY REHABILITATION CERTIFICATE PROGRAM; EFFECTIVENESS OF PROGRAMS

This study investigated how much an ex-serviceman with less than an honorable or general discharge from the Armed Forces benefits in getting and keeping a job when he earns an Exemplary Rehabilitation Certificate (ERC) attesting to good conduct for the preceding 3 years. Its objective was to find out how the ERC program, authorized by Public Law 89-690 and administered by the Department of Labor, could be more beneficial to users.

All 700 ERC holders and a sample of those who inquired about the ERC program but did not apply were surveyed by mail. A few interviews were also conducted with employers, program administrators, employment service personnel, men recently discharged with a general or other than honorable discharge, and representatives of organizations assisting veterans.

The conclusions were that holders of the ERC have obtained few benefits in seeking and retaining employment. The ERC apparently brings no special job counseling, and holders are frequently reluctant to show it to employers. The program is generally unknown to employers and employment service personnel. Applying for an ERC can subject the ex-serviceman to embarrassment and may even damage his reputation in his community. Ex-servicemen often misinterpret the objective of the ERC, hoping it will help them get a revised discharge. Only 11 percent of ERC holders reported that the certificate had helped them get a job.

Thurlow R. Wilson, Robert M. Madsen, and John A. Richards
1973

NTIS PB220314/AS
Also available from ERIC—ED 078154.

1-038 Voucher Funding of Training: A Study of the GI Bill

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

David O'Neill

Grant 21-51-75-14
Project completed fiscal year 1978

Descriptors: GI BILL OF RIGHTS; RETURNS ON EDUCATIONAL INVESTMENT; TRAINING EFFECTIVENESS AND IMPACT; VETERANS; RETURNS ON TRAINING; TRAINING PROGRAM MANAGEMENT; VOUCHERS FOR TRAINING

This study had three major components: (1) An examination of GI bill administrative procedures, problems, and costs; (2)

an analysis of the extent of its utilization by different demographic groups; and (3) an assessment of the effects of training and education taken under the GI bill on subsequent earnings and work experience.

The administrative aspects included the amount of assistance and direction the Veterans Administration (VA) staff gave to clients in selecting suitable institutions and the procedures and criteria for certifying and recertifying such institutions. These factors were investigated by examining written guidelines and procedures and interviewing VA national office and field staff and officials of State approving agencies.

The utilization aspects included the kinds of training or education taken, their length, the kinds of schools or institutions, and the cost—all broken down by demographic characteristics of the participants. This information was obtained from VA and Department of Defense (DOD) records and data banks.

The assessment of effects on earnings and employment experience utilized social security data to gain a longitudinal picture for several years after termination of GI bill training or education. A comparison group was developed from VA and DOD records, and their earnings and employment experiences were similarly traced.

Major study findings were: (1) When prior educational attainment and Armed Forces Qualifications Test scores are held constant, the share of veterans participating in the GI bill program is larger for blacks than for whites. (2) Among the most recent cohorts of separations, educationally disadvantaged veterans had greatly increased their participation in the GI bill program. (3) The data showed that the ultimate participation rate of Vietnam-era veterans in the GI bill program would be much greater than that of World War II veterans. (4) Those veterans who did not intend to pursue a college education based their decision to use the GI bill on the availability of good job opportunities. (5) Veterans who took full-time programs at postsecondary, nondegree-granting schools seemed to increase their earnings capacity. (6) Veterans who participated in the Veterans Administration's on-the-job training program had by far the highest earnings of any subgroup of users or nonusers of the GI bill programs.

David O'Neill and Sue Goetz Ross
October 1976

NTIS PB258764/AS

1D. WELFARE POLICY AND INCOMES PROPOSALS

1-039 Poor Persons in the Labor Force: A Universe of Need

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Leonard A. Lecht

Contract 81-09-68-36
Project completed fiscal year 1971

Descriptors: POVERTY; LABOR FORCE PARTICIPATION; LABOR SUPPLY PROJECTIONS; EMPLOYMENT AND TRAINING POLICY

This study focused on the dimensions and characteristics of the universe of need: Poor persons with an actual or potential attachment to the labor force. Estimates were based on the Social Security Administration's definition of poverty income.

In prosperous 1966, the base year for the study, 7.9 million poor persons in the 16- to 64-year old age group were working or looking for work. Over 4 million of them were employed for at least 50 weeks during the year, and a large majority of this number usually held full-time jobs. About 1.6 million poor persons who were not in the labor force were potential additions to the universe of need. They included discouraged jobseekers who would work if jobs were available, the physically handicapped who could be rehabilitated, women on welfare who would work if child care were available, and an estimated half million persons not counted in the census. Minority group members, persons who did not finish high school, and workers usually employed in service, farm, and laboring occupations were markedly overrepresented in the universe of need.

The universe of need was projected to decrease to slightly over 5 million by 1975. This estimate assumed that the gross national product (GNP) would grow at an average rate of 4.4 percent a year from 1966 to 1975, after allowing for price increases, and that productivity measured in GNP per man-hour would increase by an annual average of 3 percent. It was also assumed that income maintenance and employment and training programs would complement economic growth in reducing the size of the poverty population.

The dimensions of the universe of need greatly exceed the capacity of current employment and training programs, it was found. Furthermore, removing the handicaps which perpetuate the poverty of many workers would call for new directions in training programs and supporting services, along lines which were recommended.
1971

NTIS PB196742/AS

1-040 Public Transfer Payments and Labor Force Participation

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

William Carter, Joseph Eichenholz, Ellen Maycock, Anita B. Pfaff, and Martin Pfaff

Grant 91-09-70-03
Project completed fiscal year 1970

Descriptors: LABOR FORCE PARTICIPATION; TRANSFER PAYMENTS; MODELS

This study—a summer project by three university students under the direction of two professors—was directed toward statistical estimation and empirical explanation of the impact of certain transfer payments on the labor force participation of various components of the labor force. Time-series data were obtained from several government agencies.

Transfer payments included in the analyses were social insurance; health and medical aid; public aid; veterans' payments; educational expenditures; public housing; and other welfare sources. Two time spans were covered—the period of the second quarter of 1950 to the third quarter of 1953, and that commencing in the fourth quarter of 1953 and ending in the fourth quarter of 1966.

The major emphasis of the study was on male labor force participation, which has been the most challenging as relatively little variance may be observed in the labor force participation of prime-age men. However, models of the labor-force participation of prime-age women and of the elderly were estimated for comparison.
1970

NTIS PB192272/AS

1-041 Potential Recipients of Family Assistance Payments: Characteristics and Labor Market Behavior

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

John R. Shea and Jack A. Meyer

Contract 51-37-70-09
Project completed fiscal year 1972

Descriptors: FAMILY ASSISTANCE PLAN; WELFARE REFORM; INCOME MAINTENANCE; NATIONAL LONGITUDINAL SURVEYS; POVERTY; BLACK/WHITE; EDUCATIONAL ATTAINMENT; GEOGRAPHIC LOCATION

This study analyzed the characteristics and labor market experiences of persons whose families would have been eligible

for benefits under the Family Assistance Plan (FAP) proposed in 1970, had it been in effect in 1966-68.

Data were derived from the National Longitudinal Surveys of four age-sex groups: Men aged 45-59, women aged 30-44, and men and women aged 14-24. (See 81-34-28.)

Among persons living in potentially eligible families, three-fourths or more of the older black men and women and at least three-fifths of the whites were members of families of five or more persons, whereas their average income was adequate for two persons. About two-thirds of the poor young women and nine-tenths of the poor young men lived with their parents, and about 70 percent of both the men and the women were still enrolled in school. About one-third of the young women had children of their own.

Poverty was concentrated in the South and in small cities and rural areas. Only among black women aged 30 to 44 did a majority live in cities of at least 25,000.

Over half of the older black women and a third of the older white women who were not working would accept a hypothetical job offer. Nearly 90 percent of these women would accept a wage of $2 or less an hour, and two of every five black women would accept domestic work or "anything." Two-thirds of the women who would take a job would need child care if they went to work.

Nearly half of the black and a third of the white older women had never attended high school, but one-fifth of the blacks and two-fifths of the whites were high-school graduates. Among the older men, 83 percent of the blacks and 69 percent of the whites had no more than 8 years of schooling. Moreover, 36 percent of the black and 45 percent of the white men reported a health condition which prevented work or limited the kind or amount of work they could do.
1972

NTIS PB209287/AS

1-042 Dynamic Analysis of the Labor Force Behavior of Men and Youth

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Belton M. Fleisher, Donald O. Parsons, and Richard D. Porter

Grant 91-39-71-43
Project completed fiscal year 1973

Descriptors: MEN; YOUNG MEN; LABOR FORCE BEHAVIOR; WAGES; LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS; NEGATIVE INCOME TAX

This project analyzed the labor force behavior of males aged 14-24 and 45-59. To provide a structure for empirical investigation, it developed behavioral models which emphasized the role of wealth, both human and nonhuman, in determining annual hours of work supplied and schooling investment. These models were estimated, principally through regression analysis, using data from the national longitudinal surveys for 1966 and 1967. The model of work hours was also used to analyze the potential effects of long-term and short-term negative income tax plans.

It was found that a $1 per hour (or approximately $2,000 per year) increase in the father's wage rate was associated with two-thirds of a year more schooling for his sons and a 22 cent per hour higher wage rate for them when they quit school, given the level of schooling completed. Among the older group, a $1 per hour wage increase caused an annual reduction of 100 to 200 hours of work. Assuming the reduction in hours associated with an increase in assets (i.e., savings from increased earnings or other income) would be spread over a period of years, if not the remainder of the life cycle, it was found that short-term negative income tax experiments may underestimate the ultimate volume of labor withdrawal. Finally, the effects of changes in the unemployment rate on labor force participation were estimated to be considerably less than previously reported by other researchers.
September 1972

NTIS PB218939/AS

1-043 The Impact of the New York Workfare Program on Employable Welfare Recipients

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Hrach Bedrosian and Daniel E. Diamond

Grant 51-36-72-06
Project completed fiscal year 1975

Descriptors: WELFARE RECIPIENTS; WELFARE PROGRAMS; EMPLOYABILITY DEVELOPMENT TEAMS; EMPLOYER ATTITUDES; WELFARE DEPENDENCY; HIRING PRACTICES; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; NEW YORK, NEW YORK

The project's objective was to assess the impact of the workfare program on the employability of welfare recipients and on employers. (See 92-36-72-19 for description of program.)

The grantee investigated: (1) The impact of the workfare program on employer attitudes and hiring practices in regard to welfare recipients; (2) the cost of administering the program; (3) the extent to which employed welfare recipients have increased their attachment to the labor market; and (4) the contribution of the program to the solution of the welfare problem. The grantee collected data from employment service, social service, and employer records. Mail questionnaires supplemented by some personal interviews were used to collect data from employed welfare clients, employment service and social service personnel, employers of the working welfare recipients, and persons not on welfare who perform the same jobs as the welfare recipients.

The study revealed that a compulsory work component for employable welfare recipients enabled a segment of the welfare population to increase its economic independence. The proportion of welfare recipients who remained employed for 3 months or more, although smaller than that of the nonwelfare population, was sizable. Employer ratings of job performance were generally higher for nonwelfare workers than for welfare recipients, but the differences were small and were significant only in the areas of absenteeism and punctuality. Overall, the data support the contention that a substantial majority of the two populations are interchangeable.
January 1975

NTIS PB258508/AS

1-044 Study of Selected Aspects of the 1971 New York State Legislative Provisions on Public Assistance Employables

NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, N.Y.

James Dixon

Grant 92-36-72-19
Project completed fiscal year 1972

Descriptors: WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE; WELFARE RECIPIENTS; WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; NEW YORK PUBLIC ASSISTANCE LAW; NEW YORK

This study presented data on persons affected by amendments to New York State welfare legislation which became effective on July 1, 1971. The amendments required certain welfare recipients determined employable by the New York Department of Social Services to register with the New York State Employment Service and to appear in person at the ES office every 2 weeks to pick up their public assistance grants. As a condition of receipt of the grants, such persons must receive special employment services and perform work relief jobs if not placed in regular jobs or training.

The report summarized data on all welfare recipients referred to the Employment Service by the Department of Social

Services during September 1971, who accepted ES service, were not in the Work Incentive (WIN) program and were not placed in jobs. Detailed data were provided on a 5-percent random sample of individuals in 10 urban areas—New York City and the counties of Nassau, Suffolk, Westchester, Erie, Niagara, Monroe, Onondaga, Oneida, and Albany.
1972

NTIS PB214168/AS

1-045 Tax Credit for Wages Paid to Workers Hired from WIN or Welfare Rolls-Special Personnel Policies Forum Survey

BUREAU OF NATIONAL AFFAIRS (BNA)
WASHINGTON, D.C.

John V. Schappi

Contract 82-11-72-20
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; EMPLOYER ATTITUDES; INCOME TAX; HIRING PRACTICES; PERSONNEL ADMINISTRATION

This project was designed to determine the employers' awareness of income-tax credits available to them for hiring Work Incentive (WIN) program participants, the extent of intended employer use of the WIN Tax Credit Program (WTCP), the reasons for its use or nonuse, and the effect additional financial incentives might have on participation. The object was to yield information quickly to Department officials at the outset of WTCP on the probable use of the program and to permit early changes in program provisions based on that information.

A nationwide mail survey was conducted among the members of BNA's *Personnel Policies Forum* consisting of large and small, manufacturing and nonmanufacturing firms. Of the 287 employers surveyed, 124 (43 percent) returned usable questionnaire responses. Significant findings were: (1) About half of all respondents were unaware of WTCP; (2) most (about 95 percent) respondents do not intend to participate; (3) an increase in the tax credit will have little impact on the hiring of WIN workers although financial assistance with on-the-job training may increase participation; (4) nonparticipation is a result of WTCP red tape, union regulations, slack economy with few projected new hires, lack of knowledge of WTCP, and lack of WIN program in the local community. A parallel survey was conducted simultaneously by the Bureau of Social Science Research, as an adjunct to its contract (see 51-11-72-04), using different employers who had previously hired WIN participants. The findings of both surveys were generally similar.

These findings, while suggestive of employer knowledge of and intentions to use WTCP at the outset of the program, should be treated with caution because of small sample size and low response rate.
1972

NTIS PB212222/AS

1-046 A Conditional Logit Model With Special Reference to Wage Subsidies

STANFORD UNIVERSITY
STANFORD, CALIF.

Michael J. Boskin

Grant 91-06-72-28
Project completed fiscal year 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; OCCUPATIONAL CHOICE; WAGE SUBSIDIES; HUMAN CAPITAL

This study sought to develop a model of occupational choice based on the theory of human capital and estimated by conditional logit analysis and use it in assessing the potential impact of a wage subsidy program.

The multinominal extension of the logit decision model was applied to the choice of occupation by individual workers to test some important implications of the theory of human capital. Estimates were developed of the probability that individuals with certain characteristics (e.g., race, sex, age, education) would enter each of 11 occupational groups.

Results suggested that individuals tended to choose those occupations with the highest present value of future earnings, the lowest training costs, and the smallest probable earnings loss due to unemployment. But the weight given to these three factors differed markedly by race and sex, with white men giving much more emphasis to future earnings in relation to probable loss of earnings than black men or women of either race.

When the effect of a wage subsidy program was simulated, the results suggested a higher probability of entering low-wage occupations which would be most affected by the program. Again, however, the results varied across population groups according to the importance each attached to the three factors in choosing an occupation.
November 1973

NTIS PB227680/AS

1-047 Public Assistance and Manpower Policy: U.S. Implications of the British Experience

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Bruno Stein

Grant 91-36-73-01
Project completed fiscal year 1975

Descriptors: WELFARE PROGRAMS; INCOME MAINTENANCE; EMPLOYMENT AND TRAINING POLICY; GREAT BRITAIN

This study examined the relationship between British manpower and income maintenance policies and their implications for U.S. policy planning.

Some conclusions drawn from the study were: (1) All income maintenance programs contain implicit and explicit policies regarding the labor market behavior of clients; behavior is reflected not only in explicit policy statements but also in sanctions and incentives that make up the practices and benefits. (2) The entire income maintenance system applicable to able-bodied persons must be considered as a whole when one tries to infer the system's labor market policies. (3) In order to overcome the problems that stem from the dichotomous economic and social goals of training, a training structure should be developed that feeds clients into the mainstream of training and placement programs. (4) Training programs can serve two functions with respect to public assistance: They can increase earning power and thus the opportunity cost of remaining on welfare, and they can serve as part of the sanctions and control mechanisms. (5) The economic goals of employment and training policies (e.g., growth and productivity) conflict with social goals.

This study relied on personal observations as well as on formal data. It involved visits to British centers operated by the Department of Employment and the Department of Health and Social Security.
May 1974

NTIS PB236175/AS

1-048 Work and Welfare Patterns of Low-Income Families With an Application to the Problem of Categorization

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Leonard J. Hausman

Grant 51-25-73-03
Project completed fiscal year 1976

Descriptors: WELFARE PATTERNS; EMPLOYMENT PATTERNS; WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; AID TO FAMILIES WITH DEPENDENT CHILDREN; LIFE STYLES; LOW-WAGE JOBS; LOW INCOME; NEW JERSEY; PENNSYLVANIA

The first part of the study involved: (1) Analyzing data from a longitudinal survey of the work and welfare patterns of low-income families to determine their work and welfare histories, the reasons for the observed patterns, the differences between the patterns of the welfare poor and nonwelfare poor; and the implications of those patterns for employment and training policy; (2) applying these findings to the problem of calculating the cost of requiring classes of AFDC recipients to work. The second part of the study analyzed the placement potential of food stamp recipients and assessed the impact of the work registration requirement.

Labor market and welfare experiences of low-income families were traced from 1966 to 1971, using data gathered by the Survey Research Center of the University of Michigan. That study, covering 5,000 families, was supplemented by data tapes from a negative income tax study conducted by the Institute for Research on Poverty at the University of Wisconsin. Net costs for providing a given income to classes of families were estimated for programs with different work requirement regulations. For the food stamp portion of the study, 500 heads of households in each of five sites were surveyed. Data were collected with respect to demographic characteristics, employment histories, wage rates, and job search activity.

In analyzing the causes of work and welfare over time, the first study found a variety of work patterns and evidence of fluctuations in employment status and earnings. During the course of the study well over three-fourths of the male heads of families were employed at one time or another. The remainder of the group were characterized by some degree of employment instability since they were often unemployed and changed jobs frequently. A second significant finding was that both implicit tax (or benefit-loss) rates associated with earnings as well as benefit levels had small but significant effects on the quantity of work effort. Welfare programs of the sort studied generally did not discourage work altogether but might discourage it temporarily.

In the second report, the major findings resulting were that: (1) work tests differed among cities in their enforcement and procedural details; (2) work tests were more heavily applied to male as opposed to female registrants; (3) differences in work test application, however, did not result in differences in the likelihood that a registrant would return to work; and (4) tough enforcement did not seem to affect the probability of reemployment among male registrants in the sample.

THE IMPACT OF WORK TESTS ON THE EMPLOYMENT BEHAVIOR OF WELFARE RECIPIENTS

Leonard J. Hausman, Barry L. Friedman, and Robert Evans, Jr.
May 1976

NTIS PB256763/AS

WORK AND WELFARE PATTERNS IN LOW-INCOME FAMILIES

Barry L. Friedman and Leonard J. Hausman
June 1975

NTIS PB247664/AS

1-049 THE POTENTIAL OF WAGE SUBSIDIES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John H. Bishop

Grant 51-55-73-04
Project still in progress

Descriptors: WAGE SUBSIDIES; WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; LABOR DEMAND; DUAL LABOR MARKETS; LOW INCOME

The overall objective of the study is to increase understanding of the probable effects of wage subsidies as an alternative form of income supplementation for Aid to Families with Dependent Children (AFDC) recipients. Although such subsidies may be effective in stimulating work effort on the part of beneficiaries, it is first necessary to learn the possible pervasive effects subsidies could have on a variety of economic variables, including the functioning of the low-wage labor market, wage rates, labor demand, income distribution, and the substitution of low-skilled labor for either capital or higher skilled labor.

Three complementary approaches are being used to determine the probable effects of wage subsidies: (1) Provide a model of low-wage labor markets and an evaluation of the wage rate and employment effects of wage subsidy policy based on that model; (2) estimate the impact of wage subsidies on the income distribution and the employment/unemployment experience of low-wage workers; and (3) determine the extent to which low-wage workers will be substituted for capital or higher skilled workers because of wage subsidies. The study also compares the impact of wage subsidies and welfare programs on the stability of marriages and examines the administrative issues involved in designing a wage subsidy program. Major data sources for this work are published BLS time series and special tabulations from the U.S. Bureau of the Census.

1-050 WELFARE DEPENDENCY AND LOW-INCOME LABOR MARKETS

STANFORD UNIVERSITY
STANFORD, CALIF.

Michael J. Boskin

Grant 51-06-73-06
Project completed fiscal year 1976

Descriptors: WELFARE PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; WELFARE DEPENDENCY; AID TO FAMILIES WITH DEPENDENT CHILDREN; CALIFORNIA

The objectives of the study were to: (1) Provide information on the expected duration of welfare dependency by personal characteristics and wage and income expectations; (2) describe and explain turnover rates in the welfare population; (3) build a model of the determinants of the probability and duration of welfare dependency as a function of expected market wage rates, unemployment, nonwage income, family characteristics, basic welfare payment, and implicit tax on earnings; and (4) estimate the effect on welfare dependency of policies designed to alter the structure of low-income labor markets.

An analysis was made of data on 1,000 randomly selected families over the 1965-70 time period already in the files of the Office of Research of the California State Department of Welfare. The data set included information on family status, race, sex, education, work experience, and income by source.

The major substantive findings of the study indicated that the popular notion of the welfare population as more or less permanently entrenched was erroneous. A more accurate description depicted an enormous turnover rate, accompanied by a modest average length of stay for the individuals on welfare. The study showed that persons expecting a wage below the minimum were much more likely to be on welfare, much less likely to leave the rolls, much more likely to return to them, to stay off welfare for shorter periods, and to stay on welfare for longer periods than those expecting wages above the minimum. Persons with low nonwage income or high expected unemployment rates responded similarly to those with low wages.
July 1975

NTIS PB246420/AS

1-051 THE INCOME DYNAMICS OF THE POOR

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Frank S. Levy, Clair B. Vickery, and Michael L. Wiseman

Grant 42-06-74-04
Project completed fiscal year 1977

Descriptors: WELFARE RECIPIENTS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PATTERNS; LOW INCOME; TAXES; CULTURE OF POVERTY; POVERTY; WELFARE DEPENDENCY

The report on this project included a series of studies relating to the experiences of poor families. The studies covered: (1) The characteristics of families that stay in poverty over a long period of time; (2) the factors associated with family transition from dependence on welfare; (3) transfer policies affecting household behavior; (4) procedures for evaluating poverty; and (5) the effects of employment policies on the welfare of disadvantaged households. The empirical work, analysis, and findings were based on the National Longitudinal Surveys of the Michigan Survey Research Center; a special sample of 3,000 AFDC (Aid to Families with Dependent Children) recipients in Alameda County, Calif.; the 1967 Survey of Economic Opportunity; and the Census employment survey.

With respect to the study on "How Big is the American Underclass?", it was found that while permanent poverty is a serious problem, the permanent poor comprise about one-half the poverty population in any 1 year; that many poor work significant numbers of hours; and that children of poor households generally do not form poor households themselves. The study findings on county welfare in Alameda County, Calif., indicated that turnover is rather large, with the total number of families in AFDC during the year exceeding the average monthly caseload by 30 percent; various monetary work incentives do not make much difference; and employment related services have a positive effect on AFDC mothers leaving welfare dependence. In the study on "A New Look at Poverty: the Time-Poor", one of the significant findings was that official poverty standards do not correctly measure household needs by not giving explicit recognition to the importance for family welfare of adult time spent in the home. Another study noted that the effect of education on earnings of ghetto residents had been underestimated in the past.

THE INCOME DYNAMICS OF THE POOR

April 1977

NTIS PB268972/AS

APPENDIX A: THE ALAMEDA COUNTY WELFARE SAMPLE—GRAPHS, TABLES, AND STORIES

Michael L. Wiseman
April 1977

Report Descriptors: WELFARE; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; DATA SOURCES AND USE; METHODOLOGY

NTIS PB268973/AS

APPENDIX B: COUNTY WELFARE SAMPLE CODEBOOK

Michael L. Wiseman
April 1977

Report Descriptors: WELFARE RECIPIENTS; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN; METHODOLOGY

NTIS PB268974/AS

1-052 STATE LABOR MARKET RESEARCH STUDY: AN ECONOMETRIC ANALYSIS OF THE EFFECTS OF LABOR SUBSIDIES

THE URBAN INSTITUTE
WASHINGTON, D.C.

C. Duncan MacRae

Grant 21-11-74-09
Project completed fiscal year 1975

Descriptors: WAGE SUBSIDIES; LABOR FORCE PARTICIPATION; WELFARE REFORM; INCOME MAINTENANCE; AID TO FAMILIES WITH DEPENDENT CHILDREN; EMPLOYMENT; JOB CREATION; MODELS; TAXES; GOVERNMENT POLICIES; ECONOMIC ANALYSIS AND ECONOMETRICS

The objective of this research was to analyze the effects of labor subsidies on a State-by-State basis and hence for the Nation as a whole. The method used was first to translate the subsidy into a shift in the supply of or demand for workers who are eligible for the subsidy and then to simulate with a model of the State labor market the effects of this shift on both eligible and ineligible workers in the State.

The model was estimated with data from the 1970 Census 1-1000 Public Use Sample (CPUS) for 30 States or groups of States. It explained equilibrium wages and employment of primary and secondary workers in eight comprehensive family types, according to the demographic characteristics of the family head. The family types were chosen not on an *ad hoc* basis but by using a sequential, one-way analysis of variance procedure with CPUS data from California. In addition to the State equilibrium model, a dynamic disequilibrium model of the labor market was developed to explain not only wages and employment but also unemployment and labor force participation.

Simulation studies were made to test market neutrality of two subsidy programs. The first was the Work Bonus Tax Credit, an earnings subsidy proposed by the Senate Finance Committee. The results indicated that the benefits of the subsidy would not be dissipated through higher market wages, nor would nonparticipants be displaced through lower wages. The second study concerned the effects of the Jobs and Income (JOIN) Program, developed by the staff of the Subcommittee on Fiscal Policy of the Joint Economic Committee. It was found that, for a particular scale of benefits, that program too was market neutral.

As a result of work carried out on a diffusion analysis of participation in the Aid to Families with Dependent Children (AFDC) Program, it was concluded that diffusion of information, along with growth in eligibility, has played an important role in explaining the growth of AFDC.

Theoretical analysis, supportive of the econometric model and the subsidy program simulations, was also carried out on the effects of (1) the personal income tax on individual human investment and family labor supply and (2) the payroll tax on individual labor supply.

C. Duncan MacRae, Peter M. Greenston, Dale P. Riordan, and Linda L. Royster
December 1974

NTIS PB241748/AS

1-053 AN ASSESSMENT OF WIN AND WELFARE TAX CREDITS

IMPACT, INC.
MINNEAPOLIS, MINN.

David L. Thompson

Contract 51-27-75-03
Project completed fiscal year 1977

Descriptors: TAXES; WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; EMPLOYMENT PATTERNS; EMPLOYMENT POLICY

As an overall assessment of the Work Incentive (WIN) and Aid to Families with Dependent Children (AFDC) tax credit programs, this project sought answers to the following questions: (1) To what degree are tax credits a factor in employer decisions to hire WIN registrants and welfare recipients? (2) What are the differences in usage of the WIN and the welfare

tax credits? (3) What provisions or features of the tax credits contribute to or inhibit their use and effectiveness? (4) How do costs of the program (especially tax revenue decreases) compare with savings generated by the program (especially welfare savings, wages and/or taxes, and social security revenue increases)? (5) What are the implications of the findings for legislation, policy, program design, and operation? (6) How can the program be changed to increase its use and to make it more cost beneficial?

To answer these questions, the project assembled a data base consisting of basic data on the extent of the tax credit programs, descriptive data about employers, descriptions of jobs and wages, information on worker characteristics and experience, and data on the influences and results of the tax credit programs.

Findings from the study indicated that neither WIN nor welfare tax credit were extensively used, nor was the tax credit a significant incentive in an employer's decision to hire. Although one major purpose of the legislation was the creation of new jobs, the study did not uncover a single case in which an additional hire was made over and above those jobs that would normally have been filled. Employers' perceptions of the tax credit were provided in some detail as well as recommendations for improving employer usage of the legislation.

David L. Thompson, Jan Parkinson, and Dorothy Bonnallie
March 1977

NTIS PB264952/AS

1-054 An Extended Analysis of the AFDC-U Program

INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

Michael L. Wiseman

Contract 51-06-77-02
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SUPPORTIVE SERVICES; POVERTY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study is examining the relationship between receipt of employment-related services and movement off welfare in the unemployed parent segment of the Aid to Families with Dependent Children (AFDC) caseload. The primary data source is the Alameda County welfare sample collected during the welfare explosion years 1967-72. This sample was to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from welfare dependence under various administrative procedures and economic conditions (longitudinal data). Initial data from this sample indicate that receipt of a job and other supportive services significantly raises the probability that a father would be employed within 3 months. This study will seek to explain this effect by isolating those employment-related services that seem to produce an increase in employability. Client characteristics will also be disaggregated to determine those types of individuals for whom services do or do not make a difference. The study will also examine the likelihood that the family will return to the AFDC rolls in the future.

1-055 Implications of Employment Turnover for Welfare Reform Programs

THE URBAN INSTITUTE
WASHINGTON, D.C.

Charles C. Holt

Contract 51-11-77-04
Project still in progress

Descriptors: PUBLIC SERVICE EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PROGRAMS

The objectives of this research are to examine how the number of workers employed in the jobs component of a welfare reform package would be influenced by voluntary job turnover or, if necessary, by turnover induced through program rules governing employment duration. Estimates will be developed concerning the possibility of growth in the employment component of the welfare reform program as the result of more workers flowing into public service jobs each year than terminate voluntarily. It is possible that a significant number of marginal workers who normally work intermittently throughout the year for varying wages may opt to remain in the guaranteed job at a slightly lower wage because of the security of the position and the uncertainty of job search. To estimate these effects on the cost and administrative structure of a guaranteed jobs program, the contractor will analyze the existing TRIM model estimates along with either the Current Population Survey matched tapes for 1975-76 or the longitudinal data of the University of Michigan Income Dynamics Study to formulate a behavioral turnover model of welfare public service jobs.

1-056 Studies in Welfare Administration and the Demographics of Low-Income Households

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Michael L. Wiseman

Contract 51-06-77-07
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE DEPENDENCY; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE REFORM; INCOME MAINTENANCE; WELFARE PATTERNS

The objectives of this research effort are twofold: One is to update the Alameda County, Calif., Welfare Sample through 1978 to permit analysis of the demographic characteristics of recipient families, movement on and off of the county caseload, impact of services on that movement, and effect of changes in welfare administration on welfare caseloads. The other is to design three pilot projects on the intergenerational transfer of poverty, the effect of management policy on welfare denial rates, and the nature of events that lead to closing welfare cases. The Alameda County Welfare Sample consists of data collected during the welfare explosion of 1967 to 1972 in order to provide information on the changing composition of the AFDC caseload over time (cross section data) and information on movements to and from dependence under various administrative procedures and economic conditions (longitudinal data). This research and data collection effort will build upon the present data source to provide more detailed information on the welfare dynamics of one urban county's welfare population now that the caseload has stabilized and will add a new capability to obtain current data on service receipt by type and duration. The study will also monitor the problems to be expected in implementing any reformed welfare system.

1E. ECONOMIC AND SOCIAL CONDITIONS AND OTHER DOMESTIC PROGRAMS

1-057 Manpower Needs for National Objectives in the 1970's

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Leonard A. Lecht

Contract 81-08-20
Project completed fiscal year 1968

Descriptors: INPUT-OUTPUT MODELS; ECONOMIC AND SOCIAL CONDITIONS; LABOR DEMAND PROJECTIONS; ECONOMIC POLICY; EMPLOYMENT AND TRAINING POLICY; SOCIAL POLICIES

This study examined labor requirements to achieve an illustrative set of 16 national goals. The study was designed to provide a framework for the individual decisions by consumers, business firms, trade unions, and legislators through which a democratic society assigns priorities to its different goals. The standards for the goals were developed from legislative hearings, legislation, reports of study commissions, and similar materials, and cover virtually all sectors of the private and public economy. Input-output analysis was used to estimate the money and the labor needed to achieve the goals by 1975.

The 1975 cost of achieving the goals was estimated, in an earlier National Planning Association study, at $1.16 trillion in 1964 prices—or almost $150 billion more than the probable gross national product of a virtually full employment economy with an average annual growth rate of 4.5 percent. Similarly, the present study calls for civilian employment of more than 100 million, or about 10 million above the expected number.

So long as the United States vigorously pursues goals like these, it is likely to have too little rather than too much manpower. The Nation's labor problems are likely to involve upgrading education and job training, utilizing labor potentials more fully, and improving mobility, the study concluded.

The Nation's choice of priorities would significantly influence employment opportunities in different occupations. For example, concentration on housing would increase job openings primarily for blue-collar workers, especially construction craftsmen and laborers and factory operatives producing building materials and housing equipment. A high priority for health and education goals, on the other hand, would emphasize college-trained workers (doctors, teachers, librarians, etc.), although it would also create jobs for service workers (hospital attendants, teacher aides, etc.).

The study also suggests that substantial progress toward the goals would create more and better job openings for groups now either unutilized or underutilized. Thus, achieving the urban development goal could generate employment for more than 1 million nonwhites (of 10 million who would be employed in activities directly or indirectly related to the goal). However, efforts to eliminate racial discrimination would be a precondition of realizing the projected employment of nonwhites.

The author of the study sees a need for advance planning to build up the supply of labor required for major objectives without creating bottlenecks elsewhere. Moreover, by making it possible to estimate the manpower effects of contemplated programs of all kinds, the study permits employment and training policy to become an explicit consideration in decisions on those programs.
1968

NTIS PB177821/AS
Also available from ERIC—MP 000512; *Manpower Needs for National Goals in the 1970's*, Frederick A. Praeger, New York, 1969; "National Priorities, Manpower Needs, and the Impact of Diminished Defense Purchases in Vietnam," *Federal Programs for the Development of Human Resources*, Joint Economic Committee of Congress, 1968.

1-058 DIFFERENTIALS IN SPATIAL MOBILITY

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Everett S. Lee and G. Putnam Barber

Grant 91-23-66-55
Project completed fiscal year 1971

Descriptors: MIGRATION; SOCIOECONOMIC CHARACTERISTICS

Using data from the 1960 census on migration between 1955 and 1960, this project analyzed differentials in migration by direction, distance, age, sex, race, education, and occupation. The researchers recommended changes in public policy, particularly with respect to vocational education.
1971
Available as a chapter in *National Vocational-Technical Education Seminar on Occupational Mobility and Migration*, 1966, pp. 120-159; ERIC—ED 015263

1-059 MANPOWER IMPLICATIONS OF ALTERNATIVE PRIORITIES FOR COPING WITH POVERTY

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Norman Frumkin

Contract 81-09-67-08
Project completed fiscal year 1969

Descriptors: POVERTY; WELFARE REFORM AND INCOME MAINTENANCE; LABOR DEMAND; GOVERNMENT PROGRAM IMPACT; SOCIAL POLICIES; INPUT-OUTPUT MODELS

This pilot study built on an earlier study (see contract 81-08-20) of occupational employment requirements in 1975 for specified levels of achievement for an illustrative set of 16 goals of American life. The present study focused on the alleviation of poverty—not separately identified as a goal in the initial research—by combining elements of related goals—social welfare, job training, health, education, urban development, and agriculture.

Assuming an average annual increase of 4.5 percent in gross national product, the effects on the poor and on labor requirements of two feasible levels of expenditures in the effort against poverty were analyzed. Recommendations to meet anticipated shortages of personnel at all skill levels were also made.
1969

NTIS PB182143/AS
GPO *Federal Programs for the Development of Human Resources, A Compendium of Papers Submitted to the Subcommittee on Economic Progress of the Joint Economic Committee, vol. 1, 1968*

1-060 THE DETROIT RIOT OF JULY 1967—A PSYCHOLOGICAL, SOCIAL AND ECONOMIC PROFILE OF 500 ARRESTEES

BEHAVIOR RESEARCH INSTITUTE
DETROIT, MICH.

Sheldon J. Lachman and Benjamin D. Singer

Contract 81-24-68-03
Project completed fiscal year 1968

Descriptors: ECONOMIC AND SOCIAL CONDITIONS; SOCIOECONOMIC CHARACTERISTICS; BLACK COMMUNITIES; RIOTS; MICHIGAN, DETROIT

This study was designed to investigate some of the psychological, social, and economic characteristics of black men who were arrested because of alleged participation in the July 1967 riot in Detroit. About 500 arrestees were interviewed and asked to provide information on demographic characteristics, economic status, use of communication media, and attitudes toward black leadership and civil rights.

According to the study tabulations:

1. Most of the respondents were under 30 years of age, long-time residents of Detroit, employed, and earning at least $100 a week. (U.S. average earnings in 1967 were $101.58.)

2. Martin Luther King was the favorite black leader of more than one-third of the arrestees. Somewhat less than 10 percent of the respondents named Stokely Carmichael as their favorite.

3. Personal observation and contact were much more important sources of information about the riot than either the radio or television.

4. Police action was the most frequently mentioned cause of the disturbance. Second was general tension and frustration and, third, the broad issue of civil rights and economics.

1972

NTIS PB178035/AS

ETA *The Detroit Riot . . . a Profile of 500 Prisoners* (summary); and "Profile of an Urban Rioter," *Employment Service Review,* March-April 1968, pp. 3840 (digest)

Also available from ERIC—MP 000559

1-061 SELECTED SOCIAL AND SOCIOPSYCHOLOGICAL CHARACTERISTICS OF WEST VIRGINIANS IN THEIR OWN STATE AND IN CLEVELAND, OHIO

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

John D. Photiadis

Grant 91-52-68-10
Project completed fiscal year 1970

Descriptors: SOCIODEMOGRAPHIC CHARACTERISTICS; MIGRANTS; ATTITUDES; ECONOMIC AND SOCIAL CONDITIONS; WEST VIRGINIA; OHIO, CLEVELAND

This study of West Virginians living in their own State and in Cleveland, Ohio, investigated their socioeconomic status, their social orientations, their attitudes and values concerning many aspects of life, and their satisfaction with their situation. Data were obtained in interviews with four groups of male heads of households: Those who had not left West Virginia (876); those living in the so-called Appalachian ghetto of Cleveland (167); those living in Cleveland suburbs (386); and those who had returned to West Virginia (232).

In spite of considerable differences in income, health, style of life, opportunities, expectatons, and value orientations, the four groups did not differ in overall satisfaction with life, but did differ in satisfaction with particular aspects of life. For instance, the two low-income groups (ghetto residents and returned migrants) were a little less satisfied with their income than the other groups; suburbanites were a little more satisfied with their family life; and ghetto residents were a little less satisfied with their community life. On this basis, migration appeared to serve as an outlet that people use to fulfill societal expectations and in turn to achieve self-satisfaction in the process of adjusting to the occupational, social, and psychological dislocations brought on by technological changes.

1972

NTIS PB192670/AS

Also available from West Virginia University Bookstore, Morgantown, W. Va.; *West Virginians in Their Own State and in Cleveland, Ohio,* Appalachian Center Information Report No. 3, West Virginia University, Morgantown, W. Va., 1970 (summary)

1-062 RIOTERS IN WASHINGTON: A STUDY OF PEOPLE AND EMPLOYMENT

SOFTWARE SYSTEMS, INC.
FALLS CHURCH, VA.

Harold C. Strasel and Paul G. Larkin

Contract 81-49-68-31
Project completed fiscal year 1969

Descriptors: ECONOMIC AND SOCIAL CONDITIONS; INNER-CITY RESIDENTS; RIOTS; EMPLOYMENT PATTERNS; WASHINGTON, D.C.

This analysis of a sample of questionnaires completed by the District of Columbia Bail Agency for persons arrested during the April 1968 riot in Washington, D. C., was intended to provide information on the background and employment experience of persons arrested. The data covered 978 persons charged with felonies or misdemeanors (mostly burglary II), but not those under 18 years of age or those charged with curfew violations.

As in most other studies of rioters, about nine-tenths of those arrested were men. Nearly all were blacks, and almost half were under 25 years of age. About 2 of every 5 reporting their marital status (325) were married and living with their spouse, and nearly as many were separated or divorced. Most of those who had children were supporting or helping support them.

Over 10 percent reported some physical disorder, and a few reported mental disorders, drug addiction, or alcoholism. About one-fourth reported a prior criminal record (excluding minor traffic violations and drunkenness arrests).

Over half of the prisoners had lived in the Washington area for at least 15 years, but only about 30 percent lived in the area of the rioting.

About 3 of 10 had completed high school and a few had gone to college. One of every 8 was still a student, usually in high school or college.

Nearly 81 percent were employed, and the others were about evenly divided between the unemployed and those not in the labor force. The average duration of unemployment was nearly 9 weeks.

Among the employed, average job tenure was a little more than 1 year, but a fifth had held the same job for at least 5 years. Take-home pay averaged $83 a week. Three occupational groups—laborers, operatives, and service workers—each accounted for between one-fifth and one-fourth of the employed, and clerical and craftsman jobs together accounted for a similar proportion.

The researchers concluded that these findings confirmed the Kerner Commission's findings that the major employment problem for black men living in poverty areas is less a matter of more jobs than of better jobs.

1970

NTIS PB179565/AS

DETAILED TABLES

1970

NTIS PB179566/AS

1-063 TRADE UNIONS AND NATIONAL ECONOMIC POLICY IN WESTERN EUROPE AND THE UNITED STATES

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Jack Barbash

Grant 91-53-68-33
Project completed fiscal year 1971

Descriptors: ECONOMIC POLICY; UNIONS; FOREIGN EMPLOYMENT AND TRAINING POLICY; EUROPE

This study investigated the involvement of trade unions in the making of national economic policy in six European countries (the United Kingdom, West Germany, The Netherlands, Sweden, Austria, and France). In each country, union, management, and government administrators were interviewed, union decisionmaking activities were observed, and operating documents examined.

The Swedish case was found to be particularly significant because the "centerpiece" of national economic policy was an active employment and training policy formulated, implemented, and administered in part by the labor movement.

In France, on the other hand, the national bureaucracy and business interests dominated the formulation of policy and the trade unions were excluded from the process. Union involvement in economic planning served a "public relations" function for the government, but the actual influence of unions was largely peripheral. The union effect on industrial relations reform and national wage policy had to be achieved by confrontation and disruption.

The significant involvement of the trade union movement in the negotiation of the terms of national income and wage policy was cited as the most relevant implication of the European experience for American trade unionism.

The study concluded that the strong type of economic and social council found in Austria and The Netherlands was neither feasible nor desirable for the United States. The European experience with union involvement in policies relating to the construction industry was, however, cited as particularly promising as regards the United States.

The findings indicated that research support was crucial to union involvement in national income, employment, and training policies. The AFL-CIO, with a membership of about 16 million workers, has a smaller research staff than its Swedish counterpart with one-tenth the membership.

Although noting instances of U.S. union involvement in economic and social policy, the study characterized the general posture of American trade unionism toward economic policy as defensive and reactive.

Jack Barbash and Kate Barbash
1973

NTIS PB195405/AS
Also available as *Trade Unions and National Economic Policy* The Johns Hopkins Press, Baltimore, Md. 21218.

1-064 THE USE OF WORKMEN'S COMPENSATION STATISTICS AS A MEASURE OF UNDERWRITER PERFORMANCE

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Sam B. Barton

Grant 91-46-68-38
Project completed fiscal year 1970

Descriptors: WORKERS' COMPENSATION LAWS; EFFECTIVENESS OF PROGRAMS; TEXAS

This study attempted to develop and test statistical indices of underwriter performance which might be used by administrative agencies to measure and stimulate action by workers' compensation insurance companies. In addition to the usual measures based on promptness in reporting and in payment, measures tested in the study were based on type of settlement, extent and promptness of reemployment, fullness of reporting, and a variety of "questionable practices."

The study was based on a random sample of 4,268 cases of the approximately 70,000 handled by the Texas Industrial Accident Board during the fiscal year that ended August 31, 1967.

The study fell into two main sections. The first explored the selection pattern of underwriters, as a group, with respect to type of settlement, in terms of the implications of these actions for the injured workers. Both the nature of the injury and the extent of disability were prime considerations in the choice of method of settlement: (1) Informal, (2) compromise, (3) board, and (4) court.

The second portion of the study ranked the performance of the top 33 underwriting companies in Texas in terms of 10 different indices including elapsed time from disability to report of injury by the employer, to first payment of benefits and return to work; elapsed time from report of injury by the employer to receipt by the Texas Industrial Accident Board of the report from the underwriter; and representation of claimant by physician or lawyer, or both.

Since the two standard measures of performance—promptness of reporting and of payment—were not highly correlated with each other, the researcher experimented with developing a composite index of underwriter performance. Each company was ranked on 10 measures showing the highest relationship to the two standard measures, and the ranks were averaged for the company to get the composite index for the company. Three of the measures included in the composite related to type of settlement, three to time intervals, and two to combined measures. The rankings seemed to indicate a strong tendency for companies that ranked high by one measure to rank high in most others.
1970

NTIS PB188353/AS

1-065 TIME-SERIES ANALYSIS OF RELATIONSHIPS BETWEEN SELECTED ECONOMIC AND SOCIAL INDICATORS

YALE UNIVERSITY
NEW HAVEN, CONN.

M. Harvey Brenner

Contract 81-07-69-22
Project completed fiscal year 1971

Descriptors: ECONOMIC INDICATORS; SOCIAL INDICATORS; SOCIAL CHANGE; BUSINESS CYCLE

Using a number of techniques of time-series analyses, including Fourier analysis, this study analyzed relationships between economic change and a variety of measures of social change in New York State and the United States as a whole. Economic change was defined in terms of fluctuations in employment, unemployment, and earnings. The related social indicators were in the areas of health and mortality, crime and corrections, family life, and mobility.

Strong and consistent relationships were found between short- and long-term changes in economic activity and a number of indexes of social functioning. It was determined, for example, that economic downturns were closely associated with increased mortality from heart disease and, conversely, heart disease mortality decreased during economic upturns. Although the data did not permit confident interpretations of the basis of the relationship, it was hypothesized that the linkage was due to both changes in psychophysiologic stress and in the availability of medical care.

Recommendations for further research stressed the need for more focused study of the areas where significant relationships were obtained, incorporating additional variables in a way that might help untangle the obviously complex linkages between economic and social change.

VOL. 1: TEXT AND APPENDICES
1971

NTIS PB199900/AS

VOL. 2: DETAILED GRAPHIC ANALYSES
1971

NTIS PB199899/AS

1-066 MANPOWER POLICY: ECONOMIC POLICY INSTRUMENT AND INDEPENDENT POLICY SYSTEM

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Solomon Barkin

Grant 91-23-69-20
Project completed fiscal year 1974

Descriptors: LABOR SUPPLY PROJECTIONS; WORKER UTILIZATION; PRODUCTIVITY; ECONOMIC FORECASTING; INSTRUCTIONAL MATERIALS; ECONOMIC POLICY; EMPLOYMENT POLICY

This project outlined plans for an orientation program, a seminar, or a series of continuing studies on issues arising from the interrelation of economic policy and employment and training policy.

A selected list of economic policy objectives were examined to outline the issues arising in their promotion and the manner

in which instruments of employment and training policy may assist in their realization. A second series of analyses dealt with specific instruments, measures, and tools to define their impact on employment and training problems. The third section dealt with the questions arising from the employment and training policy agency's efforts to deal with specific problems and the manner in which economic measures are employed for this purpose.
January 1974

NTIS PB227678/AS

1-067 Manpower Implications of New Legislation and New Federal Programs

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Leonard A. Lecht and Morris Cobern

Contract 81-09-70-16
Project completed fiscal year 1972

Descriptors: FAMILY ASSISTANCE PLAN; STATE AND LOCAL GOVERNMENTS; GOVERNMENT PROGRAM IMPACT; ENGINEERS; TRANSFERABILITY OF SKILLS; EMPLOYMENT POLICY; FEDERAL FUNDING

This project analyzed the implications for employment and training of new or proposed Federal legislation and programs in four separate studies.

1. *The Family Assistance Plan: Its Impact Upon the State Employment Service.* Based on the provisions of the Family Assistance Plan (FAP) which was proposed in 1970, this study made projections for 1975 of the expected number of FAP clients in each State who would be required to register with the State employment service (ES) systems, as well as estimates of the impact of the increased workload on the ES personnel requirements. In addition, projections were prepared of ES regular workloads and job openings which would result from turnover.

2. *Labor Needs in State and Local Public Safety Activities: The Impact of Federal Programs* analyzed the implications of new Federal programs and legislation for personnel requirements in law enforcement and criminal justice. Projections of personnel needs for the various components of the law enforcement-criminal justice-corrections system were made to 1975, taking into account possible changes in technology, employment practices, and the increasing recognition of the need for reorientation of the system.

3. *Utilizing Persons with Engineering Backgrounds in the Health-Related Industries.* This study analyzed the potentials of the health industry to provide jobs for unemployed defense- and space-related engineers and scientists. Potential opportunities were assessed in terms of two alternative projections: (1) A "job vacancy" estimate relying on normal growth and replacement demands, and (2) a "job development" projection based on expanding Federal programs in the health services industry.

4. *Priorities for Research in Anticipating the State-Local Government Employment Resulting from the Federal Grants-in-Aid System.* This study examined the impact of federal activities in selected States and localities and compared the occupational needs these activities have generated with the occupational patterns for the entire government program. Projections were made of State and local government employment for each program area based on estimates of future workloads and trends in the quality and scope of services.

Priorities were suggested for research to develop a planning system to anticipate the job-creating effects of grants-in-aid.

REPORT NO. 1, THE FAMILY ASSISTANCE PLAN: ITS IMPACT UPON THE STATE EMPLOYMENT SERVICES

Morris Cobern
October 1970

Report Descriptors: FAMILY ASSISTANCE PLAN; PUBLIC EMPLOYMENT SERVICE; POVERTY; LOW INCOME; LOW-WAGE JOBS

NTIS PB197366/AS

REPORT NO. 2, MANPOWER NEEDS IN STATE AND LOCAL PUBLIC SAFETY ACTIVITIES: THE IMPACT OF FEDERAL PROGRAMS

Morris Cobern
April 1971

Report Descriptors: STATE AND LOCAL GOVERNMENTS; PUBLIC SAFETY; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; GOVERNMENT PROGRAM IMPACT

NTIS PB206876/AS

REPORT NO. 3, UTILIZING PERSONS WITH ENGINEERING BACKGROUNDS IN THE HEALTH-RELATED INDUSTRIES

Leonard A. Lecht and Morris Cobern
February 1972

Report Descriptors: ENGINEERS; HEALTH OCCUPATIONS; LABOR DEMAND; HUMAN RESOURCES; WORKER UTILIZATION; TRANSFERABILITY OF SKILLS

NTIS PB211439/AS

REPORT NO. 4, PRIORITIES FOR RESEARCH IN ANTICIPATING THE STATE-LOCAL GOVERNMENT EMPLOYMENT RESULTING FROM THE FEDERAL GRANTS-IN-AID SYSTEM

Leonard A. Lecht
April 1972

Report Descriptors: EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; PLANNING, RESEARCH, AND DEVELOPMENT; STATE AND LOCAL GOVERNMENTS; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT

NTIS PB211440/AS

1-068 An Analysis of (1) The Cyclical Stability of Aggregate Employment and (2) The Effects of Federal Minimum Wage Legislation on Teenage Employment

NATIONAL BUREAU OF ECONOMIC RESEARCH, INC.
NEW YORK, N.Y.

Finis R. Welch and Marvin Kosters

Grant 91-34-70-58
Project completed fiscal year 1972

Descriptors: MINIMUM WAGE LAWS; EMPLOYMENT; TEENAGERS; BUSINESS CYCLE; INDUSTRIAL STRUCTURE

In the first part of this report, estimates of the "typical" industrial distribution of fluctuations in total U.S. employment about long-run trend provided evidence of secular drift that results in employment becoming less sensitive to changes in the gross national product (GNP). The authors estimated elasticities of employment within each of 10 industries with respect to aggregate employment, the elasticity of aggregate employment with respect to GNP (where deviations are relative to long-run trend), and finally the rate of growth in this elasticity.

In the second part of the report, a model was presented to analyze the effects of minimum wage legislation with uneven industrial coverage on the aggregate wage distribution and the industrial distribution of employment. The history of minimum wage legislation has been one of periodic upward adjustments in the nominal Federal minimum alongside expanding coverage. The effects of increasing coverage were distinguished from those of the minimum wage *per se*. Although an increase in either coverage or the minimum wage will increase the cost of labor in the firms directly affected, the concepts are fundamentally different in certain respects, and it is those differences

that were explored. The analysis developed an operational specification of the "effective minimum wage" that encompasses both coverage and wage level. While empirical evidence was not included, the analytical implication was that minimum wage policies can be most harmful to those who have the lowest earning capacity.
1972

NTIS PB202404/AS

1-069 A System for Collecting Advance Information on Character and Extent of Employment Generated by New Government Contracts

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Leonard A. Lecht and Marc A. Matland

Contract 82-11-71-08 and Grant 21-11-73-34
Project completed fiscal year 1974

Descriptors: EMPLOYMENT OPPORTUNITIES; FEDERAL GOVERNMENT; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT; INFORMATION SYSTEMS; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; LABOR SUPPLY PROJECTIONS

The first phase of this project established the feasibility of an advance warning system to provide information about the local impact of Federal procurement contracts which might facilitate efforts to expand the employment, upgrading, and training options available to the unemployed or underemployed.

Concentrating on a major naval defense contract, the researchers developed information required in an early warning system from a variety of sources, including government and private employers. With the concurrence of Employment and Training Administration officials at the Federal and State levels, the training needs and the training programs generated by the contract were then examined.

In the second phase of the project, the researchers analyzed four new major contracts: a construction project by the Corps of Engineers, the space shuttle main engine and orbiter contracts of the National Aeronautics and Space Administration, and the production of cars for the New York subway system. They then held meetings with State, local, and regional employment and training officials, company officials, company personnel, union representatives, and others to present their findings and to facilitate their use in planning, training, recruitment and placement activities by local employment and training agencies.

The overall findings show that: (1) It has been possible to devise projections of job openings in all of the contracts considered through the use of relatively simple estimating techniques; (2) the individual awards involved a sufficiently large number of job openings to be given serious weight in local labor supply planning; (3) although local employment and training agencies were generally aware of the large Federal contracts in their area, they lacked the detailed information which would be needed to translate their awareness into program planning; and (4) dissemination of the projections of job openings and the provision of technical assistance can serve as a catalyst encouraging employment service and employment and training personnel, employers, union officials, and others to cooperate in making use of information in labor and supply planning.

Leonard A. Lecht, Marc A. Matland, and Richard J. Rosen
June 1974
Available from ERIC—ED 097485

1-070 The Manpower Impact of Government Programs and Policies

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Ronald E. Kutscher

Contract 81-11-71-11 and Grant 81-11-72-16
Project still in progress

Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS

This study is developing a system for measuring the manpower consequences of proposed changes in major Federal programs and policies. The study will delineate industry and occupations to identify potential problem areas. A conversion fact book has been developed to measure the impact of specific government programs in both public and private sectors of the economy. The fact book provides the basis for converting expenditures for various types of programs into employment requirements.

The project utilizes the input-output and industry-occupation matrices to develop total employment and occupational requirements by industry associated with government expenditures. These data are incorporated in several program studies, as well as in instructions in the conversion handbook. In addition, approaches for determining the supply of and demand for labor in a major program have been investigated. As part of the overall project the researcher is examining the effects of alternative assumptions of patterns of energy use on production and employment.

MANPOWER IMPACT OF FEDERAL GOVERNMENT PROGRAMS: SELECTED GRANTS-IN-AID TO STATE AND LOCAL GOVERNMENTS
October 1973

Report Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS; STATE AND LOCAL GOVERNMENTS
GPO BLS REPORT 424
Available from BLS Regional Offices

EXPENDITURES AND MANPOWER REQUIREMENTS FOR SELECTED FEDERAL PROGRAMS
1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS

NTIS PB258662/AS
Available from BLS Regional Offices

FACTBOOK FOR ESTIMATING THE MANPOWER NEEDS OF FEDERAL PROGRAMS
1975

Report Descriptors: GOVERNMENT PROGRAM IMPACT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; LABOR DEMAND; LABOR SUPPLY; LABOR SUPPLY PROJECTIONS

NTIS PB260847/AS
GPO
Available from BLS Regional Offices

1-071 A Study of the Employment Impact of Federal Assistance Programs on Minority Business Enterprise

THE MATCH INSTITUTION
WASHINGTON, D.C.

Timothy Jenkins

Contract 82-11-71-16
Project completed fiscal year 1973

Descriptors: GOVERNMENT PROGRAM IMPACT; EMPLOYMENT OPPORTUNITIES; OWNERS; MINORITY BUSINESS ENTERPRISE; MINORITIES; FEDERAL FUNDING

This study analyzed the employment effects of selected Federal programs to aid minority business firms. The programs

examined included loans from the Small Business Administration, loan guarantees, and grants, as well as assistance in obtaining Government contracts.

The study reported a 40 percent employment increase by 1971 among the firms responding to the survey as a result of loans given them between July 1968 and December 1970. Further, over three-fifths of the responding firms said that the loans enabled them to go into business or averted the failure of existing businesses, and that they could not have obtained the funds from more traditional services. The SBA-supported minority firms accounted for a relatively large portion of the annual gross revenues of all minority businesses. The occupational profiles of the responding firms showed a much better representation of quality jobs than are held by minorities in the U.S. work force as a whole.

A STUDY OF EMPLOYMENT IMPACT OF FEDERAL ASSISTANCE PROGRAMS ON MINORITY BUSINESS ENTERPRISE (FINAL REPORT)

VOL. 1, SBA LOANS AND 8(A) SURVEYS
August 1972
ETA

VOL. 2, INTENSIVE STUDIES
August 1972
ETA

VOL. 3, APPENDIXES
August 1972
ETA

1-072 THE HEALTH-IMPAIRED COAL MINER UNDER THE BLACK LUNG LEGISLATION

KRAMER ASSOCIATES, INC.
WASHINGTON, D.C.

Ewan Clague, Harriette Dorosin, and Balraj Palli

Contract 82-11-71-32
Project completed fiscal year 1973

Descriptors: WORKERS' COMPENSATION LAWS; REHABILITATION; MINING; BLACK LUNG BENEFITS ACT (1972)

Section 203 of the Federal Coal Mine Health and Safety Act of 1969 provides that miners afflicted with serious pneumoconiosis may, at their option, seek transfer from jobs with dusty atmospheres likely to aggravate the disease to atmospheres certified to be dust free. The mine operator must then take responsibility for reassigning afflicted miners to less hazardous worksites, or bring the underground jobsite within legal limits for dust levels.

This project analyzed the operational experience under this provision of the act to find out what actually happens to miners notified of their impairment, and whether, in fact, they were able to transfer to suitable alternative employment.

The study's major finding was negative: In the main, disabled coal miners did not use the guaranteed job transfer route to protect their health by leaving the dust laden areas of the mine. Eligible miners usually applied for special disability benefits provided under the act. Dust limits had been met in most mines, thereby nullifying the transfer option in such areas of the mines. The study also pointed out other impediments to transfer that limit the use of Section 203.
March 1973

NTIS PB214542/AS
Also available from ERIC—ED 074380; Praeger Publishers, New York, N.Y.

1-073 THE IMPACT OF EXTENDING MINIMUM WAGES TO PRIVATE HOUSEHOLD WORKERS

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

J. Peter Mattila

Grant 91-37-71-44
Project completed fiscal year 1972

Descriptors: MINIMUM WAGE LAWS; LABOR DEMAND; HOUSEHOLD WORKERS; NATIONAL LONGITUDINAL SURVEYS

This study attempted to analyze the potential impact of an extension of minimum wage legislation to cover household maids and servants. If the minimum is set too high, some economists have warned, households will cut back on their demand for maids, substituting commercial services and household appliances.

Ohio State's longitudinal labor market survey data (see contract 81-37-69-15) and Current Population Survey data were used to estimate the level and distribution of domestics' wages. Regression techniques were used to estimate a demand function for household help.

The investigator found the demand for maids very responsive to increases in the wages of maids. A wage increase of 1 percent reduced demand by 2.4 percent, controlling for household income, the cost of substitutes for maids, and female participation rates. Trends in wages and employment over 70 years were shown to reinforce this finding. Wages of domestics have risen very rapidly relative to the costs of substitutes for maids, resulting in a substantial decline in employment of maids per household.

Based on these findings, the investigator estimated that a relatively high minimum wage, such as $1.60 an hour, would reduce the effective demand for maids by 40 percent if enacted in 1971. A minimum of $1.20 would result in a decline in demand of 15 percent. These projections, the report noted, were conditional upon the law's being complied with and enforced. He anticipated that a high minimum wage would create extremely high costs for a large proportion of maids in the form of shorter and fewer workdays and lower annual incomes.
1972

NTIS PB204585/AS

1-074 POPULATION TURNAROUND IN NONMETROPOLITAN REGIONS: ITS IMPLICATIONS FOR MANPOWER AND REGIONAL POLICIES

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Niles M. Hansen

Grant 92-48-72-06
Project completed fiscal year 1973

Descriptors: POPULATION; LABOR SUPPLY; TURNOVER; NONMETROPOLITAN AREAS; LABOR DEMAND; REGIONAL PLANNING; SOCIOLOGICAL FACTORS

This study attempted to draw together the disparate forces at work in the evolving spatial structure of national economic growth, and to relate them to national and regional development and employment and training policies. Emphasis was given to nonmetropolitan regions whose populations grew during the 1960's after previous decline, and particularly to the causes of their turnaround, in the hope of gaining new understanding of the conditions under which a reversal of rural decline may be expected because of either spontaneous trends or deliberate public policy. Regions studied were the Ozarks, the Colorado-New Mexico Rockies, Central Texas, Central Wisconsin and Minnesota, the Tennessee Valley, and Northern Vermont and New Hampshire. Two forces favoring the growth of nonmetropolitan areas were examined: (1) The extension of "urban fields," that is, interdependent rural-urban living spaces extending up to 100 miles or more from metropolitan cores; and (2) the decentralization of manufacturing.

The principal findings were: (1) Many nonmetropolitan counties have benefited from the the continuous extension of

urban fields from metropolitan areas, others have grown because of leapfrogging metropolitan demand for recreation, tourist, and retirement facilities and second homes. (2) The impact of tourism and related activities on the nonmetropolitan labor force is less clear. The tourist industry does not spark the growth of complementary activities or require the kinds of skills likely to lay the bases for new industry. Moreover, the employment and income opportunities of the poorer residents of amenity-rich nonmetropolitan areas are rarely enhanced by the factors causing a population turnaround. (3) Although major highways may facilitate commuting and even stimulate economic activity, they are neither necessary nor sufficient for economic development. (4) The growth of "turnaround-reversal" counties—those that gained population in the 1960's after losing in the 1950's—depends most on industrial decentralization and least on urban field expansion. (5) The southern turnaround counties that have been the principal beneficiaries of industrial decentralization are overwhelmingly white.
January 1973

NTIS PB222185/AS

1-075 A Study of Administrative Improvement of Workmen's Compensation in Texas

NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

Sam B. Barton

Grant 91-48-72-10
Project completed fiscal year 1974

Descriptors: WORKERS' COMPENSATION LAWS; PROGRAM DIRECTION; ASSESSMENT AND EVALUATION; TEXAS

This project appraised the operation of the Texas workers' compensation system in light of changes in the authorizing law and in the personnel and administrative procedures of the Industrial Accident Board.

The report described the former system and efforts to improve the law and its administration. An analysis was made of the Industrial Accident Board's use of statistics to measure improvements. The analysis appeared to document major improvements in the degree to which the system fulfills the purpose of workers' compensation. These included: (1) The assumption by the board of genuine administrative responsibilities in place of a formerly passive role; (2) the subjection of compromise settlement agreements to review by the prehearing officers; (3) a substantial increase in benefits paid to injured workers; and (4) a decrease in court cases. On the negative side, the extensive use of compromise settlement agreements continued and the number of lump sum settlements increased.
1972
ETA

1-076 Occupational Education as a Source of Economic Growth

THE CATHOLIC UNIVERSITY OF AMERICA
WASHINGTON, D.C.

August C. Bolino

Grant 91-11-72-25
Project completed fiscal year 1973

Descriptors: OCCUPATIONAL TRAINING; VOCATIONAL EDUCATION; ECONOMIC GROWTH; PRODUCTIVITY

This study, prompted by Edward F. Denison's study of the sources of economic growth, had two main objectives: To trace the development of occupational education; and to recompute labor productivity to take into account the contribution of this sector of education.

Denison estimated that education accounted for 23 percent of the 2.93 percentage point rate of growth in the national product from 1929 to 1957 and 12 percent of the 1909-29 growth. But his study omitted occupational education, whose effect he believed had been negligible.

This project quantified enrollments in eight types of occupational education between 1900 and 1970, converted them to full-time equivalents, and recomputed the quality-of-labor coefficients. The eight types were adult education, adult vocational education, apprenticeship, correspondence schools, Federal training programs, on-the-job training, private business schools, and special schools.

The revised labor productivity figures showed that Denison had understated the contribution of education by 41 percent for the period 1909-29 and by 20 percent for the period 1929-57. If the 1930's were excluded, the understatement would be 31 percent.

These findings suggested that Denison's methodology might not be adequate to explain the contribution of education to economic growth in the 1970's, when a renewed interest in occupational education may be expected.
1973

NTIS PB214189/AS

1-077 The Employment Impact of Multinational Corporations

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK CITY, N.Y.

Alan L. Madian

Grant 92-36-72-28
Project completed fiscal year 1975

Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT OPPORTUNITIES; STATE-OF-THE-ART PAPERS; UNEMPLOYMENT; TRADE ADJUSTMENT ASSISTANCE

This was a state-of-the-art study designed to summarize available information and sources of more information on the U.S. employment impact of multinational corporations and international trade.

The research method included: (1) Reviewing available econometric models and data sources of potential use in assessing the effect of multinational companies on domestic employment; (2) preparing an analysis of the empirical findings and theoretical issues which characterize studies of the employment impact of foreign direct investment activities; and (3) providing summaries of some of the principal studies and reports.

Besides providing detailed background information on the state of the art, statistical analyses by IPA revealed two major findings: (1) The industries in which foreign employment was greatest as a proportion of domestic employment were those that were experiencing the greatest domestic growth; and (2) nonmultinational manufacturing firms appear to have a better record of import generation than multinational firms.

IPA recommended further research in areas such as: (1) Developing appropriate models to provide more precise estimates of the impact of foreign direct investments on U.S. employment in both qualitative and quantitative terms; (2) distinguishing cyclical effects from those resulting from multinational corporations' activities; and (3) testing to see whether relationships have changed in the postdevaluation period.

THE EMPLOYMENT IMPACT OF MULTINATIONAL CORPORATIONS
September 1974
ETA

A SURVEY OF POTENTIALLY USEFUL DATA SOURCES FOR ASSESSING MANPOWER IMPACTS OF THE OPERATIONS OF MULTINATIONAL CORPORATIONS

Hanan Tell
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; DATA SOURCES AND USE
ETA

A SURVEY OF ECONOMETRIC MODELS OF POTENTIAL USE IN ASSESSING MANPOWER IMPACTS OF MULTINATIONAL COMPANY OPERATIONS

Edwin S. Rubenstein
October 1972

Report Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LITERATURE REVIEW
ETA

SUMMARIES AND EVALUATIONS OF SELECTED WORKS BEARING ON THE EMPLOYMENT IMPACT OF MULTINATIONAL CORPORATIONS

Shafik Youssef, Edwin S. Rubenstein, and Hanan Tell
January 1974

Report Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS
ETA

1-078 THE FUTURE OF THE METROPOLIS: PEOPLE, JOBS, INCOME

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg

Grant 21-36-73-37
Project completed fiscal year 1975

Descriptors: URBAN PROBLEMS; POPULATION; SUBURBAN LABOR MARKETS; INNER-CITY RESIDENTS; LOW-WAGE JOBS; HUMAN RESOURCES; PLANNING, RESEARCH, AND DEVELOPMENT; CONFERENCES; ECONOMIC AND SOCIAL CONDITIONS

This report was the result of a conference held in Tarrytown, N.Y., at which participants discussed a wide range of problems caused by suburbanization of local economies and the labor market. The participants included scholars and researchers from universities and planning agencies and representatives of government, industry, trade, and minority group organizations. The discussions, later edited and included in this report, centered on trends and issues in large city labor markets, including how and why cities differ in income, spatial organization, and labor markets and the changing demographic, social, and economic contours of American metropolises. The report also analyzes the financial pressures on large central cities caused by increasing expenditures for services and diminishing taxable bases resulting from loss of economic activities to suburban localities.

With respect to labor market activities in metropolitan cities, the study pointed out that: (1) There were insufficient jobs for all who were able and willing to work; (2) a large number of jobs paid so poorly that they did not enable the incumbents to support their families; (3) many families lived under dysfunctional conditions that diminished their lives and prevented the development of their children's potential; (4) serious inequities existed among different groups and tended to persist, despite the country's commitment to societal equality and economic opportunities; and (5) there was a growing unease that those trapped in city slums might never be able to extricate themselves.

December 1974
Available from the Olympus Publishing Co., Salt Lake City, Utah

1-079 EXPERIMENTAL STUDY OF THE RELATIONSHIP BETWEEN THE GROWTH OF EMPLOYMENT AND MIGRATION, UTILIZING THE RETROSPECTIVE DATA FROM THE 1970 CENSUS OF POPULATION

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Ann R. Miller, Population Studies Center

Grant 21-42-73-41
Project still in progress

Descriptors: INDUSTRIAL STRUCTURE; ECONOMIC AND SOCIAL CONDITIONS; METROPOLITAN AREAS; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WOMEN; MINORITIES; MIGRATION; WAGE DIFFERENTIALS; EMPLOYMENT OPPORTUNITIES

The project is investigating the relationship between recent migration patterns for selected metropolitan areas and such factors as the area's occupational and industrial structure, the employment/unemployment mix, and wage levels.

Utilizing retrospective data available from the 1970 Census of Population, the study focuses on the largest standard metropolitan statistical areas.

1-080 WHY FAMILIES MOVE: A MODEL OF THE GEOGRAPHIC MOBILITY OF MARRIED COUPLES

THE RAND CORPORATION
SANTA MONICA, CALIF.

Julie DaVanzo

Grant 21-06-73-50
Project completed fiscal year 1976

Descriptors: MONOGRAPHS; LONGITUDINAL SURVEYS; GEOGRAPHIC MOBILITY; FAMILIES; HUMAN RESOURCE DEVELOPMENT POLICY; ECONOMIC AND SOCIAL CONDITIONS

This study of migration departed from tradition by using the family instead of the individual as the decisionmaking unit and by using independent variables tied to places as well as to people. The objective was to provide a basis for assessing the possible effects of various human resource development policies on the geographic mobility of labor.

A model based on the human capital approach adapted to the family context was developed. It linked the type of move (for example, from one state to another) to a large number of explanatory variables, encompassing labor force and employment status of husband and wife, the composition of family income (including the wife's share), location-specific assets, previous migration, age and education, migration plans, and the present value of the earnings difference available by moving. The model was tested using 1968-72 data from the Panel Survey of Income Dynamics, principally for 1,605 white husband-wife families with the husband in the labor force at the time of the annual survey. Much of the analysis focused on comparisons between nonmovers and the 65 families that moved outside the county where they had lived at some time between 1968 and 1971, and especially upon the small number of families whose head was unemployed—less than 2 percent of the total sample, according to the author, or perhaps about 30. The author found no *a priori* reason to believe that the small number of migrants were atypical of migrants in general.

The findings showed that families whose heads were unemployed or who were employed but looking for another job were more likely to move than those whose heads were employed but not searching for another job. A high unemployment rate in the area of origin, however, affected outmigration only for the unemployed. Unemployed persons and others who were looking for work were more responsive to such economic determinants as expected earnings increases than employed workers who were apparently satisfied with their jobs. Recent movers were much more likely than others to move again, primarily because of a strong tendency to return to places they

had recently left. Because many return and repeat moves occurred within a few years after the initial move, census data for the beginning and end of a 5-year period seriously understate the importance of both phenomena. Contrary to most other studies of migration, wives appeared to have a significant influence on the family's decision whether to move and where. Age and education, usually considered to be among the principal determinants of migration decisions, appeared to be relatively unimportant in explaining the migration of married couples when other migration determinants were held constant.

The possible policy implications of these findings were discussed.

September 1976

NTIS PB262053/AS
ETA R&D MONOGRAPH NO. 48
Also available from the Rand Corporation, Santa Monica, Calif. 90406

1-081 STAGES OF INDUSTRIAL DEVELOPMENT AND POVERTY IMPACT IN NONMETROPOLITAN LABOR MARKETS OF THE SOUTH

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

F. Ray Marshall

Grant 21-48-74-24
Project completed fiscal year 1975

Descriptors: SOUTHERN STATES; INDUSTRIAL MOBILITY; POVERTY; RURAL AREAS; ECONOMIC DEVELOPMENT; DISCRIMINATION

The project examined the process of rural industrialization since the 1940's. A model incorporating industries by wage, skill, union, and locational characteristics such as resources orientation was developed. The focus was on rural counties in the South that were at least 50 miles from a standard metropolitan statistical area. Additionally, a comparative study of counties in southern Indiana was made.

The study reported that industry tended to avoid areas with heavy black populations. As a corollary, blacks with characteristics similar to those of whites who got rural jobs migrated out of rural areas in search of employment.

Southern industrial development had been characterized by a two-phase process: (1) Low-wage and labor-intensive industries acquainted the labor force with work habits required in a factory, which, in turn, attracted (2) primarily labor-oriented, medium-wage, and more capital-intensive manufacturing. The first phase usually occurred in a loose labor market, which allowed industries to skim off the better qualified and educated. With the appearance of the second phase, the market became tight and hiring standards were lowered, tending to benefit the poor and to lessen discrimination.

Recommendations suggested by the report were: (1) Local interests should be backed in their efforts to obtain necessary water, sewage, and industrial park facilities; (2) adequate and competent job training and basic education programs for the locally unskilled and undereducated were a necessity; and (3) antidiscrimination laws should be enforced so that blacks could share in the industrial development.

F. Ray Marshall, Allen Thompson, and Thomas Till
January 1975

NTIS PB239683/AS

1-082 DEMONSTRATION PROJECT TO DERIVE MANPOWER IMPLICATIONS FROM ECONOMETRIC MODELS OF THE LABOR MARKET AND TO EXPLORE THE USE OF LONGITUDINAL DATA ON LABOR MARKET EXPERIENCE OF TRAINEES

BROOKLYN COLLEGE, CUNY
BROOKLYN, N.Y.

Robert S. Gay

Grant 21-36-76-01
Project still in progress

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GOVERNMENT POLICIES; GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS; PREDICTION OF SUCCESS IN PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION

The primary objective of this project is to examine several distinct issues and institutions that affect the utilization of human resources and to determine the economic impact of current public policy. The areas under investigation include the effect of government expenditures on local employment and income, the measurement of success from employment and training programs, and the impact of occupational licensure on labor mobility.

Descriptions of the studies recently completed or still in progress are found below.

1-082A DEVELOPMENT OF ECONOMETRIC MODELS FOR LOCAL LABOR MARKETS

Descriptors: ECONOMIC FORECASTING; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING; ECONOMIC ANALYSIS AND ECONOMETRICS

The principal investigator is examining econometric methodologies for forecasting labor demand and supply in local labor markets. Basically, the research is an initial attempt to develop local forecasting models that provide cyclically responsive midterm (1- to 3-year) projections of the employment needs of industry and government and are capable of simulating the economic impact on the local labor market of alternative public policy options. The project should result in a proposed methodology to meet these needs, which can be empirically estimated using available national and local data.

The major recommendations for improvements in existing models include: (1) The use of relative price data; (2) expansion of the public sectors by using local data on government expenditures, revenues, and employment; and (3) improvements in the labor force sectors based on the theory of labor supply. The recommendations led to contract No. 20-04-76-55, which will estimate local econometric models in six areas.

1-082B CONSTRUCTING SHORT TERM INDICATORS OF SUCCESS FOR EVALUATING TRAINING PROGRAMS

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; ASSESSMENT AND EVALUATION; ASSESSMENT OF APPLICANTS AND TRAINEES

This project examined longitudinal data on trainees in the MDTA, JOBS, Job Corps, and Neighborhood Youth Corps programs. The purpose was to identify short-term indicators of longrun success as a result of training programs.

The study showed that placement rates, the traditional measures of program effectiveness, are not useful indicators of successful program performance. Placement data do not reveal the nature and quality of postprogram employment. Changes in wage rates, quarterly earnings, and weeks worked before and after program experience appear to be better measures of program effectiveness.

The researcher suggested expanded intake interviews and followup surveys of participants to improve evaluation of training programs and allocation of training resources at the local level.

INDICATORS OF SUCCESS FOR FOUR MANPOWER TRAINING PROGRAMS
September 1977

VALIDATING PERFORMANCE INDICATORS FOR EMPLOYMENT AND TRAINING PROGRAMS
September 1978

NTIS PB287890/AS

1-082C THE IMPACT OF OCCUPATIONAL LICENSING ON LABOR MOBILITY

Descriptors: GEOGRAPHIC MOBILITY; OCCUPATIONAL LICENSING

This project is assessing the effect of State occupational licensing laws on interstate mobility rates. The investigator compared the mobility rates of persons in licensed occupations and those in broadly similar nonlicensed occupations. In addition, he compared mobility rates within occupational classifications for licensing States that do not have interstate reciprocity agreements, States with more lenient reciprocity, and nonlicensing States. Interstate mobility data for the 1965-70 period were taken from the 1970 Census Public Use Sample.

To assess the determinants of migration decisions more completely, the investigator developed and tested a simultaneous equations model of gross migration, income, and changes in employment for various licensed occupations. The model controlled for economic and social variables that affect migration and earnings in the absence of licensing. The key policy variables of interest were the various entry barriers imposed by State licensure.

Preliminary findings show that persons in licensed occupations are less mobile, but enjoy higher earnings, than their counterparts in nonlicensing States. This study is expected to provide quantitative evidence for State policymakers on the costs and benefits of occupational licensing to assist them in making informed decisions on whether to regulate occupations.

1-083 UNEMPLOYMENT INSURANCE IN TRANSITION: AN EVALUATION OF THE IMPACT OF U.I.

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Clair B. Vickery

Grant 91-06-76-28
Project completed fiscal year 1978

Descriptors: UNEMPLOYMENT INSURANCE; INCOME MAINTENANCE; EFFECTIVENESS OF PROGRAMS; WORK INCENTIVES

The objective of this research was to evaluate the performance of unemployment insurance (UI) as an income maintenance program during periods of depressed labor demand. The role of UI was analyzed as to its effect on the labor market and on the distribution of income during periods of full employment and recession. To judge the impact of UI, the research studied benefits, financing, income distribution, and composition of unemployment. This research helps to clarify the present role of UI and to give policymakers insight into its future role.

The report concludes that a 50-percent replacement rate is too low for moderate and higher income families. It also recommends that the present bias toward seasonal industries and their unemployed workers should be reduced by basing benefit calculations upon average annual earnings as well as high-quarter earnings.

March 1978

NTIS PB284369/AS

1-084 THE UNEMPLOYED AND THE FOOD STAMP PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Judith A. Barmack

Grant 91-41-76-49
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; FOOD STAMP PROGRAM

This research is identifying and evaluating the factors associated with low-level utilization of the Food Stamp Program by eligible unemployed workers. An attempt is being made to map the decisionmaking process that culminates in program participation or nonparticipation.

Data collection includes personal interviews with a sample of 600 unemployment insurance beneficiaries. The characteristics of food stamp users and nonusers will be compared for an explanation of why not all eligible unemployed workers take advantage of the program benefits. Subsamples consist of: (1) Households receiving only unemployment benefits and (2) households receiving unemployment and food stamp benefits.

1-085 A REVIEW OF ENERGY MODELS WITH PARTICULAR REFERENCE TO EMPLOYMENT AND MANPOWER ANALYSIS

ARLINGTON, VA.

Dale M. Heien and Albert J. Eckstein

Contract 20-51-77-43
Project completed fiscal year 1978

Descriptors: ENERGY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT PATTERNS; LABOR DEMAND

The purpose of this project was to review existing energy models to determine their usefulness in addressing employment and training issues related to changes in energy supply and demand. It divided energy models into three main categories: (1) General economy energy sector interactions models; (2) energy sector models; and (3) energy subsector models.

The report notes that the energy problem, while serious, is not of crisis dimensions. The solution, it says, is basically a problem of price and lies in making the economic adjustments necessary when any good or input becomes relatively more expensive. Namely, substitution must occur.

The report points out that energy models thus far have not been used in any substantial way to study employment and training issues. It offers several principal conclusions on the appropriateness and usefulness of particular models or groups of models for related analyses to employment and training. In the energy sector, which is capital intensive, the main employment adjustments are likely to prevail only during some intermediate-term period, while the United States expands its domestic energy supply sector. Presently, only the Bechtel ESPM model generates detailed labor requirements associated with changing patterns of energy sector activity. Of greatest interest to employment- and training-related issues are the general economy energy sector interactions models. This is particularly true of those models that allow for substitution in demand and production as a function of changing patterns of prices. The Hudson-Jorgenson model, in particular, focuses on adjustments within the economy that derive from price-induced behavior.

The report concludes with a discussion of the various employment and training research issues associated with the energy problem. It divides these issues into five categories: (1) Substitution effects; (2) balance-of-payments effects; (3) investment and new construction; (4) economic growth and inflation; and (5) the distribution of income.

March 1978

NTIS PB279447/AS

1-086 PRIVATE INVESTMENT, PUBLIC POLICY AND THE DECLINE OF OLDER REGIONS: AN ANALYSIS OF THE NEW ENGLAND ECONOMY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Bennett Harrison

Contract 20-11-78-20
Project still in progress

Descriptors: WAGES; LABOR MOBILITY; MIGRATION; BUSINESS CYCLE; ECONOMIC GROWTH; NEW ENGLAND

This study will examine the causes of economic decline in the New England region and its consequences for employment, local governments, and firms that remain there. The researcher will study the economic history of New England and compare it with experiences of the sun belt areas stretching from Georgia to southern California. This comparison is expected to provide perspective on the New England experience and assist the researcher in evaluating what he discovers about the area.

1-087 West Virginia Travel and Tourism Industry Demonstration Project

UNITED STATES TRAVEL SERVICE
WASHINGTON, D.C.
AND
WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

James M. Rovelstad and Marie Gillespie

Contract 20-11-78-24
Project still in progress

Descriptors: JOB CREATION; LABOR DEMAND; LOW-LEVEL OCCUPATIONS; CHRONICALLY UNEMPLOYED; MINORITIES; DISADVANTAGED; ECONOMIC DEVELOPMENT; WEST VIRGINIA

The Department of Labor is participating, under an interagency agreement with the Department of Commerce, in a study of the impact of increased tourism on chronic unemployment in West Virginia. The project is designed to produce and test guidelines for communities and regions for economic development and growth through the travel industry. The DOL participation in the project involves an analysis and evaluation of the effectiveness of developing the travel industry as a potential remedy for chronic unemployment and underemployment, with special emphasis on youth, women, and racial minorities residing in rural areas. Objectives are to: (1) Determine the location, size, characteristics, and employability of the target population segments, as well as the locations and numbers of existing or potential jobs; (2) outline, test, and evaluate a communication mechanism to bring these two components together; (3) measure the change in target segment employment; (4) identify training programs and other aids; and (5) provide a final report with recommendations for other States and Federal agencies to utilize in achieving the basic objective of reducing unemployment.

1-088 Unemployment, Government and the American People

PUBLIC RESEARCH, INC.
WASHINGTON, D.C.

Albert H. Cantril

Contract 20-11-78-25
Project completed fiscal year 1978

Descriptors: CETA PROGRAMS; PUBLIC SERVICE EMPLOYMENT; WELFARE PROGRAMS; ATTITUDES; PUBLIC EMPLOYMENT PROGRAMS

The overall objective of this project was to provide information on public opinion about issues related to CETA title VI and other programs. The contractor, with the assistance of the Roper organization, polled a national modified probability sample of 2,000 people concerning their opinions and attitudes about unemployment, the effectiveness of CETA programs, public service employment, and related employment and training issues.

The major finding of this study was that, given the perceived seriousness of the problem of unemployment, the American people are supportive of an active role for the Federal Government in providing jobs and training for those out of work. The public is concerned that unemployment results in part from welfare and unemployment benefits operating as disincentives to work. At the same time, the public is also alert to the adverse social and economic consequences of unemployment and feels government-created jobs can help reduce the welfare costs the Nation at large must bear while providing useful community services.

Albert H. Cantril and Susan D. Cantril
September 1978

NTIS PB285205/AS

1-089 The Impact of Minimum Wages on School Enrollment and Labor Force Status of Youths

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

J. Peter Mattila

Grant 91-19-78-32
Project still in progress

Descriptors: MINIMUM WAGE LAWS; PART-TIME EMPLOYMENT; YOUTH; HUMAN CAPITAL

A growing body of literature has provided evidence that minimum wage laws have displaced young people from jobs and increased youth unemployment. The principal objectives of this research are to determine whether minimum wages have induced youth to remain in school, engage in part-time and part-year work, or search for minimum wage jobs while enrolled in school.

The researcher will conduct a time-series analysis of enrollment/labor force data by age, sex, and race. The primary data to be analyzed are: (1) The school enrollment survey for October of 1947 to date; (2) the quarterly "major activity: schooling" series for 1963 to date; and (3) the annual work-experience survey on weeks and hours worked for 1950 to date, all from the Current Population Survey.

The findings are expected to provide deeper insight into the impact of minimum wages on youth. If minimum wages are forcing young people out of full-time employment into school, they may also be shifting the distribution of employment away from full-time, year-round jobs toward part-time, part-year jobs.

1-090 The Economic Impact in Guam of the U.S. Department of Labor's Adverse Wage Regulation

CENTER FOR APPLIED RESEARCH
BERKELEY, CALIF.

Curtis C. Aller

Contract 20-06-78-41
Project still in progress

Descriptors: LABOR FORCE; EARNINGS; PRODUCTIVITY; LOW-WAGE INDUSTRIES; EMPLOYER ATTITUDES; FRINGE BENEFITS; GUAM

The purpose of this project is to study the effect of a phased-in series of increasing adverse wage rates for imported construction labor in Guam. The project will survey the wages in two occupations not included in the Bureau of Labor Statistics regular area wage surveys of Guam and investigate working arrangements in the construction industry. The researcher

will also analyze the indirect effects of the increased adverse wage rates on construction costs; the economy as a whole, including business and consumer expenditures; and Guam's price structure, labor force, and employment opportunities.

1-091 Social Security and the Labor Supply of Older Men

THE UNIVERSITY OF WESTERN ONTARIO
LONDON, ONTARIO, CANADA

Geoffrey Carliner

Grant 21-91-78-56
Project still in progress

Descriptors: AGING; EARNINGS; LABOR SUPPLY; OLDER WORKERS; PENSIONS; RETIREMENT; SOCIAL SECURITY ACT; NATIONAL LONGITUDINAL SURVEYS; MEN

The major objective of this project is to estimate the effects of social security benefits and the associated earnings test on retirement rates of men over 62. From these estimates, the researcher will predict possible changes in social security pensions, reductions in the tax rate implicit in the earnings test, increases in benefit levels, and changes in the age of eligibility for early or full retirement. A secondary objective is to gain a fuller understanding of the effects of different aspects of aging on earnings and labor supply. These include ill health, forced retirement, other layoffs, and the availability of private pension income.

To accomplish these objectives, the researcher will analyze National Longitudinal Survey data for the period 1966-76 on 5,000 men aged 45 to 59 in 1966, using multiple regression techniques to estimate labor supply functions.

1F. INTERNATIONAL LABOR, TRADE, AND INVESTMENT

Reports of completed ILAB projects are available by sending requests to: Room S-5004, Office of Foreign Economic Research, Bureau of International Labor Affairs, U.S. Department of Labor, Washington, D.C. 20210.

1-092 A Conceptual Framework for Measurement of the Impact of Foreign Trade on Workers

U.S. DEPARTMENT OF AGRICULTURE GRADUATE SCHOOL
WASHINGTON, D.C.

Robert B. Schwenger

Grant 91-09-70-61
Project completed fiscal year 1971

Descriptors: FOREIGN TRADE AND INVESTMENTS; GOVERNMENT PROGRAM IMPACT; EXPORTS; IMPORTS; EMPLOYMENT; COSTS; METHODOLOGY

This study examined U.S. measures of the impact of foreign trade on employment in the context of the theory of international trade and related discussion, to develop a valid conceptual framework for measuring the full costs and benefits to American workers of changes in U.S. foreign trade.

The researcher concluded that foreign trade must be conceived of primarily as part of the dynamic world production-distribution-consumption process rather than as an aggregate exchange of goods between separate national economies. The latter concept, he found, has guided the dominant measure of the impact of trade on workers—the official figures on the aggregate number of jobs attributable to exports and the jobs which would have been required for U.S. production of "competitive" imports in a given year. According to the researcher, this concept omits the greatest source of benefits to workers—the innovation and growth made possible by trade—and includes large hypothetical costs in job losses, most of which never occur.

The researcher suggested that the costs to the economy and to workers which should be measured are those incurred by specific firms that have to adjust because imports cut into the market for their product and by workers who are dismissed, who must move, whose skills become obsolescent, or whose communities become depressed. Hypothetical costs should be excluded, but the real costs should be measured as completely as possible, using techniques developed by the Bureau of Labor Statistics in pilot studies. The benefits to be measured are those derived from the change in the world economic process—increased product, reduced prices, expanded consumption, higher wages and profits, and more employment. Both measures should include the real repercussions in other industries. An illustrative application of these concepts was made in an analysis of the effects of the U.S.-Canada automobile agreement.

The study proposed four modifications for the Department of Labor's trade-impact research program:

1. Establish two series of import studies—one on the overall relation of changes in imports, both aggregately and by industry, to the economic welfare of workers (as measured by such developments as prices, shipments, employment, productivity, wages, and profits), and the second on specific injury due to specific imports (emphasizing results such as losses to workers in wages, needed changes in skills, relocation, premature removal from the labor force, and family disruption).
2. Initiate a major series of studies of specific trade changes on a world product-economy basis—including changes in world output and distribution of the product, the costs to workers of those changes, and the pattern of costs-benefits for the product economy, as well as the effects on direct commodity substitutes and components.
3. Deemphasize the present import-export job comparisons by eliminating the computation of hypothetical jobs required to manufacture competitive imports.
4. Establish a series similar to the first import series, measuring the relation of changes in exports to changes in the economic welfare of domestic workers.

1971

NTIS PB198579/AS

1-093 A Project to Organize a Research Program for the Bureau of International Labor Affairs

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Donald F. Gordon

ILAB contract 73-01
Project completed fiscal year 1973

Descriptors: INTERNATIONAL STUDIES

This project called for the organization of a research program dealing principally with the effects of international flows of goods, capital, and technology, and of other international economic developments on the employment and income of the U.S. worker.

1973

1-094 The Effects of ILO Conventions and Labor Standards

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Simon Rottenberg

ILAB contract 73-02
Project completed fiscal year 1973

Descriptors: INTERNATIONAL LABOR ORGANIZATION; FOREIGN TRADE AND INVESTMENTS

This project investigated the effects of the conventions and recommendations of the International Labor Organization on wages and labor standards, and, in turn, on the flow of internationally traded goods and services. It was both theoretical and empirical.
1973

1-095 MULTINATIONAL CORPORATIONS AND EMPLOYMENT

THE CONFERENCE BOARD
NEW YORK, N.Y.

James Greene

ILAB contract 73-04
Project completed fiscal year 1973

Descriptors: CORPORATIONS; FOREIGN TRADE AND INVESTMENTS

This project was an experimental study of the effects of direct foreign investment on employment in the United States. It attempted to determine the hypothetical effects over a particular period if foreign investments had been prohibited or severely restricted.
1973

1-096 AN EXAMINATION OF METHODOLOGIES FOR MEASURING THE EFFECTS OF TRADE RESTRICTIONS

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

John E. Floyd

ILAB contract 73-05
Project completed fiscal year 1974

Descriptors: TRADE POLICY; EMPLOYMENT; INCOME

This project improved and updated existing studies of the aggregate effects of trade restrictions on U.S. income and employment. It investigated the theoretical requirements and aggregate estimates for making useful estimates of the income effects of restrictions on particular commodities and industries.
1974

1-097 MEASURING ECONOMIC PERFORMANCE

DATA RESOURCES, INC.
LEXINGTON, MASS.

Laurits R. Christensen, Dale W. Jorgensen, Principal Investigators, and Klaus Conrad, Diane Cummings, Mitsuo Ezaki

ILAB contract 73-06
Project completed fiscal year 1975

Descriptors: PRODUCTIVITY; INVESTMENT; ECONOMIC GROWTH; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INTERNATIONAL COMPARISONS

This study investigated the sources of productivity growth in the United States, Canada, Germany, Japan, and South Korea. The growth in productivity is divided into four components—growth due to capital deepening (the growth of capital per worker), technology, labor quality, and capital quality.

The average annual rate of increase in productivity in the United States fell from 3.5 percent between 1947 and 1960 to 2.8 percent between 1960 and 1973; it was 3.1 percent over the entire period. The growth in productivity resulting from capital deepening in the United States declined from 1.2 percent between 1947 and 1960 to 0.5 percent from 1960 to 1973 and is largely responsible for the overall decline in the growth of U.S. productivity.

During the period 1947 through 1973, the contribution of capital deepening to the growth in productivity in the United States averaged 0.9 percent per year, while the total annual average growth in productivity was 3.1 percent. For roughly the same period in Germany, the contribution of capital deepening to productivity growth averaged 2.7 percent annually, compared with the yearly average increase in productivity of 6.7 percent. In Japan, capital deepening contributed 1.6 percent per year to productivity, which grew at the rate of 6.8 percent annually. The contribution of capital deepening to productivity has, in absolute terms, been greater in Japan and Germany than in the United States; and in Germany, it represented a greater share in productivity growth.

The study concludes that the decline in the growth rate of productivity in the United States is due both to a decline in the rate of capital accumulation and an unusually large increase in the size of the labor force.

VOL. 1, INTERNATIONAL COMPARISON OF ECONOMIC PERFORMANCE

Dale W. Jorgensen and Laurits R. Christensen
December 1974

VOL. 2 DATA, METHODS, AND SOURCES FOR MEASURING ECONOMIC PERFORMANCE

December 1974

1-098 THE EFFECTS OF TRADE ADJUSTMENT ASSISTANCE ON THE UNEMPLOYMENT EXPERIENCE

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

William R. Schriver and Donald E. Pursell

ILAB contract 73-07
Project completed fiscal year 1975

Descriptors: TRADE ADJUSTMENT ASSISTANCE; UNEMPLOYMENT INSURANCE

This was a sample study of the labor market experience of import-displaced workers in Memphis, Tenn., who had been receiving trade adjustment assistance. They were compared with a control group that had similar labor market characteristics but had unemployment insurance benefits only when they experienced layoffs.
1975

1-099 REMOVING RESTRICTIONS ON IMPORTS OF STEEL

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

James W. Jondrow, Eugene Levine, Louis Jacobson, Arnold J. Katz, and David O'Neill

ILAB contract 73-08
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; EARNINGS; LABOR DEMAND; STEEL INDUSTRY; IMPORTS

This study traced the effect of removing restrictions on imports of steel through the product and employment markets and estimated the earnings losses of steel workers and net gains to steel users that resulted.

The principal restrictions on imports of steel to the United States were a tariff of about 6 percent and a voluntary quota on steel shipments to this country administered by exporting nations, which was in effect from 1969 to 1974. The effects of these restrictions were examined, and the effects of removing them in 1974 were estimated.

Examination of the 1967-73 data suggested that the quota was an effective impediment to imports and that, in its absence, imports would have been as much as 54.4 percent higher, and domestic shipments and domestic employment more than 9.5 percent lower.

Future effects were estimated under alternative scenarios. The most plausible case resulted in a projection of minimal import penetration and employment displacement. An alternative case resulting in heavy import penetration and employment displacement was examined, even though it involved assumptions so extreme as to seem implausible.

The minimal penetration case assumes that exchange rates hold their 1974 values and that any employment loss due to import penetration is proportional to output loss. Under these assumptions, the quota proved not to be binding, leaving only the tariff as an effective restriction. Removal of this tariff would raise imports by 12.0 percent at most and displace less than 1.5 percent of domestic output and employment. Earnings losses and consumer gains would be minor. The above scenario is based on a believable—though not inevitable—projection of the future.

The extreme (implausible) scenario is based on a return to the 1968 "overvalued" dollar and a more proportionate response of employment to changes in output. The assumption of a return to 1968 exchange rates seems unlikely, but useful for illustrative purposes. In this scenario, removal of trade restrictions would raise imports by up to 69.3 percent and lower domestic production by 10.1 percent. Employment losses would range up to 17.4 percent. Earning losses, though substantial, would be dominated by the estimated benefits derived by steel users.
May 1976

1-100 The Income and Employment Effects of International Oil Policies

SEATTLE, WASH.

Yoram Barzel

ILAB contract 73-09
Project completed fiscal year 1974

Descriptors: PETROLEUM INDUSTRY; TRADE INTERVENTION

This project studied the economic benefits and losses accruing to groups in the U.S. economy as a consequence of past, present, and proposed restrictions on trade in petroleum and petroleum products. Previous studies suggested that the net losses to the economy due to oil restrictions alone were greater than the losses due to all U. S. tariffs. The research updated previous studies and resolve theorectical difficulties in them, and calculated the distribution of gains and losses among labor and other groups.
1973

1-101 Series of Three Research Projects on Employment Effects of Foreign Investment and Trade

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Richard D. Robinson, Ithiel de Sola Pool, Kenneth S. Mericle, and Lester C. Thurow

ILAB contract 74-01
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; EARNINGS; LABOR DEMAND; TRADE ADJUSTMENT ASSISTANCE

This study concerned certain developments in international trade and their impact on domestic employment. The areas of study were: (1) Foreign direct investment in the Brazilian auto industry; (2) early warning indicators of trade-impacted industries and effective adjustment; and (3) national efforts to establish guidelines for the behavior of multinational enterprises with corporate response.

THE BRAZILIAN MOTOR VEHICLE INDUSTRY: ITS ROLE IN BRAZILIAN DEVELOPMENT AND ITS IMPACT ON UNITED STATES EMPLOYMENT

Kenneth S. Mericle
July 1975

THE WORKING OF TRADE ADJUSTMENT ASSISTANCE AT THE GRASS ROOTS LEVEL

Ithiel de Sola Pool
December 1975

NATIONAL EFFORTS TO ESTABLISH GUIDELINES FOR THE BEHAVIOR OF MULTINATIONAL CORPORATIONS

Richard D. Robinson
March 1975

1-102 U.S. Trade Policy: Formation and Effects

U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Robert E. Baldwin

ILAB contract 74-11
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; INPUT-OUTPUT MODELS; LABOR DEMAND; LABOR FORCE; LAYOFFS

This study estimated, via the input-output method, the trade and employment consequences of tariff decreases, for the entire economy and for 367 sectors.

Estimates were made for a number of tariff-cutting rules, including five harmonization rules and an across-the-board tariff cut. Harmonization rules were formulated so that the percentage of tariff cut for each rule would vary according to the size of the initial tariff on a particular item. High tariffs were cut by a greater percentage than low ones. The analysis of the economic effects of tariff cuts included estimates of the impact on skill groups and regional employment as well as on employment by sector.
January 1977

1-103 Trade Impact Studies Using the Wharton Annual and Industry Forecasting Model

WHARTON ECONOMETRIC FORECASTING ASSOCIATES, INC.
PHILADELPHIA, PA.

Ross S. Preston, F. Gerald Adams, and Lawrence R. Klein

ILAB contract 74-12
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS

This study examined the effects of trade developments and trade policy on U.S. labor markets. Using the Wharton Quarterly Model, the researchers estimated the aggregate impact of

alternative trade scenarios, such as tariff reduction and devaluation, on employment, unemployment, wages, aggregate economic growth, and inflation. The impact of trade developments on the Nation's domestic structure of output, employment, and wages was analyzed on a disaggregated level through use of a modified version of the Wharton Long-Term Annual and Industry Forecasting Model.

Ross S. Preston and Yuen-Yum C. O'Brien
June 1976

1-104 Price Response in Markets for Import and Domestic Goods

UNIVERSITY OF WYOMING
LARAMIE, WYO.

John Mutti

ILAB contract 74-14
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; PRICES; IMPORTS

This study concerned the change in the demand for domestic goods resulting from lower prices of imports after trade barriers are removed. Price responsiveness to demand and supply of domestic output were measured for industries on a disaggregated level.
January 1977

1-105 Domestic Impacts of an Overvalued Currency

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Phoebus Dhrymes

ILAB contract 74-15
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CURRENCY; ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYMENT; WAGES

This study measured the impact of an overvalued U.S. currency on domestic labor, employment, wages, investment, output, and prices. Both a general equilibrium analysis and a partial equilibrium analysis for industry groupings at the Standard Industrial Classification 1-digit level were examined.
May 1978

1-106 Effects on U.S. Labor of U.S. Sugar Policies and Programs

FREDERICK BURK FOUNDATION FOR EDUCATION
SAN FRANCISCO, CALIF.

Thomas Bates, Gordon Gemmell, John W. Mamer, and Louise Adamson

ILAB contract 74-16
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; SUGAR INDUSTRY; SIMULATION

This was a two-part study in which the economic effects of alternative U.S. sugar programs were estimated.

In the first part (funded by the Treasury Department) supply, demand, and transportation cost functions were used to develop a model capable of simulating the sugar market in the past two decades. This model was used to project supply, demand, and price for sugar in the United States and other countries under a variety of international arrangements.

The second part was funded by the Labor Department. Findings included estimates of effects on wages, welfare, employment, land use, and changes in human/machine ratios of alternative U.S. sugar policies.
January 1976

1-107 The Welfare Effects of Trade Restrictions on U.S. Footwear Imports

John Lombardi and Michael Szenberg

ILAB contract 74-17
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; FOOTWEAR INDUSTRY

The effects of changes in trade restrictions on the U.S. footwear industry were examined in this study. Output changes resulting from changes in trade restrictions were estimated. Production relationships were used to predict changes in labor markets, and a detailed analysis of the resulting labor market adjustment process was used to estimate the costs and the wage changes of affected workers.
December 1975

1-108 Changes in U.S. Market Share, the Multinational Corporation, and Labor Market Disturbances

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Robert G. Hawkins

ILAB contract 74-18
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study assesses the relative importance of foreign investment by U.S. firms in the overall changes in the international competitiveness of U.S. production and, in turn, the changes in U.S. employment, skill requirements, unemployment rates, and other variables associated with these overall changes.

1-109 Cost-Benefit Analysis of the Effects of Trade Policies on Product and Labor Markets in the U.S. Automobile Industry

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

James C. Burrows

ILAB contract 74-19
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

This study analyzed the effects of potential changes in trade policies affecting the domestic passenger automobile industry on the automobile labor force composition and on the dynamics of labor adjustment to changes in domestic output. Longrun welfare costs and shortrun adjustment costs were estimated.

James C. Burrows and Eric Toder
June 1976

1-110 Report on the General Equilibrium Estimation of the Effects of Tariffs and Other Determinants of Employment by Industry in the Major Industrialized Countries

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert M. Stern

ILAB contract 74-22
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; SIMULATION

This study investigated the effects of tariffs and other barriers on trade and employment by industry for the United States and other major industrialized countries. The analysis was based upon a cross-country model of trade dependence. Simulations were made of the effects on trade and employment by industry of potential measures of liberalization that might be implemented in the GATT Multilateral Trade Negotiations.

Robert M. Stern and Edward E. Leamer
November 1975

1-111 An Evaluation of the Trade Adjustment Assistance Program

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Jacob Kaufman and George Neuman

ILAB contract 74-23
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; UNIONIZATION; TRADE ADJUSTMENT ASSISTANCE; LAYOFFS; LABOR DEMAND

This study measures the effectiveness of the Trade Adjustment Assistance Program in compensating affected workers and facilitating their adjustment to new employment opportunities. Included is an investigation of the effect of various institutional features, such as unionization and the size of the petitioning unit, on the length of time between the dates when workers are certified and when they actually receive cash allowances. The research includes surveys of a sample of the total population of workers eligible for Trade Adjustment Assistance and of a control group of workers displaced in the same industries.

1-112 Speculative Adjustments, Labor Flows, and Efficiency in Labor Markets

TULANE UNIVERSITY
NEW ORLEANS, LA.

David T. King

ILAB contract 74-24
Project completed fiscal year 1976

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MOBILITY; PLANNING, RESEARCH, AND DEVELOPMENT; LABOR MARKET; POTENTIAL IMPACT OF IMPORT COMPETITION

The research developed an alternative theory of market entry and intermarket flows of goods and applied that theory to the labor market in the open macroeconomic model. The model was then empirically tested.
June 1975

1-113 An Analysis of Labor Turnover in U.S. Manufacturing Industries

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Frank Brechling and Dale J. Mortensen

ILAB contract 74-25
Project completed fiscal year 1977

Descriptors: WAGES; LABOR MOBILITY; UNEMPLOYMENT; TURNOVER; POTENTIAL IMPACT OF IMPORT COMPETITION

This project examined the way employment adjustments take place in declining industries. Of particular interest was the extent to which voluntary attrition makes layoffs unnecessary. The project developed models of employment adjustments for total manufacturing employment, durables and nondurables, and selected 4-digit industries. One major finding was that a high rate of attrition does not appear to significantly reduce the necessity for layoffs in a declining industry.
January 1977

1-114 An Evaluation of The Effects of Adjustment Assistance on Trade-Displaced Workers

MONTANA STATE UNIVERSITY
BOZEMAN, MONT.

Malcolm D. Bale and Diane P. Miller

Grant 91-30-74-26
Project completed fiscal year 1976

Descriptors: PLANT SHUTDOWN; TRADE ADJUSTMENT ASSISTANCE; TRADE EXPANSION ACT; IMPORTS; DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT

The objective of this research was to evaluate the effects of the various adjustment benefits given under the Trade Expansion Act of 1962 on the employment, income, and duration of frictional unemployment of displaced-worker recipients, compared with an appropriate control group. A sample survey was conducted on displaced shoe workers from Woonsocket, R.I., and from Brunswick, Maine, and the data on various socioeconomic variables plus trade adjustment assistance experience were analyzed by ordinary least squares regression techniques.

The results indicated that workers who received adjustment assistance benefits promptly upon layoff took longer to find a job than did workers who received their trade allowance late, but that the job they found was a higher paying one. This apparently was a result of a more thorough job-search by the workers made possible by the security of their income maintenance under the program.
January 1976

NTIS PB273764/AS

1-115 A Study of the Use of Unemployment Insurance Claims Data As The Basis For An Employment Dislocation Early Warning System

NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

Robert J. Yokavonus

ILAB contract 74-26
Project completed fiscal year 1975

Descriptors: LABOR FORCE; UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; POTENTIAL IMPACT OF IMPORT COMPETITION

This study assessed the value of unemployment insurance claims data as a means for early identification of establishments whose employment is declining. Using data generated by the unemployment insurance program in New Jersey, the study found that establishments with sharp drops in employment could be identified more quickly by this method than by currently used methods.
January 1975

1-116 Economic Issues Underlying Supply Access Agreements: A General Analysis and Prospects in Ten Mineral Markets

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

James C. Burrows, Robin C. Landis, Michael Wolfe, and Stephen Beggs

ILAB contract 75-03
Project completed fiscal year 1976

Descriptors: SUPPLY ACCESS; FOREIGN TRADE AND INVESTMENTS; MINERALS

This study investigated the probabilities and potential costs to the United States of cartels and supply interruptions in the major mineral commodities. The markets examined included aluminum, chromite, cobalt, copper, iron ore, manganese, mercury, platinum, tin, and tungsten. A rough estimate of monopoly price was made where cartelization seemed probable. Where cartels or supply interruptions appeared most likely, the project estimated the economic costs to the United States, including the dislocation costs that workers might incur.

In addition, the merits of various policy options in dealing with the supply access problem were examined. The project concentrated on the kinds of agreements that might be appropriate for the United States to enter into with foreign suppliers and what the United States should be willing to give up in return. The possible exploitation by the United States of its monopoly power in products such as food, as well as threats to use its monopsony power as a buyer in world markets, was included in the policy alternatives presented.
July 1975

1-117 A Preliminary Analysis of the Effects of Trade Liberation on the U.S. Pulp and Paper Industry and the Feasibility for Future Study

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Michael Rahm

ILAB contract 75-04
Project completed fiscal year 1976

Descriptors: PULP AND PAPER INDUSTRY; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS; LITERATURE REVIEW

This study investigated the quality and quantity of available data on the pulp and paper industries to determine whether a full-scale study of these industries would provide useful insight for the Multilateral Trade Negotiations. The area of short supply and the role of the European Economic Community's industrial policy were examined.

The researcher developed data on: (1) Domestic and foreign production of pulp and paper products; (2) domestic and foreign price data by product type; (3) trade data on a basis consistent with (1) and (2); (4) transportation costs; and (5) labor force data, both foreign and domestic.
July 1975

1-118 Trade, Welfare, and Employment Effects of Multilateral Trade Negotiations in the Tokyo Round

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

William Cline

ILAB contract 75-07
Project completed fiscal year 1976

Descriptors: FOREIGN TRADE AND INVESTMENTS; SIMULATION; LAYOFFS; LABOR DEMAND

This project provided estimates of changes in disaggregated trade magnitudes and employment in the main industrial countries to be expected from alternative trade liberalization negotiation packages. The methodology employed used existing detailed trade elasticity estimates in combination with disaggregated trade, tariff, and employment data to simulate the trade and employment impacts of alternative tariff reduction packages on the major industrial countries. The study also considered effects of changes in major nontariff barriers; it synthesized existing estimates as well as developed new ones.
June 1976

1-119 A Review of Studies of Labor Adjustment to Employment Reductions

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.
AND
PUBLIC RESEARCH INSTITUTE, CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Arlene Holen

ILAB contracts 75-08 and 76-08
Project completed fiscal year 1977

Descriptors: EARNINGS; LABOR DEMAND; LABOR FORCE; LITERATURE REVIEW; EMPLOYMENT; POTENTIAL IMPACT OF IMPORT COMPETITION

This project surveyed and critically reviewed empirical studies of the effects of reductions in an industry's demand for labor on the long-term employment and earning patterns of displaced workers. Methodologies and findings were compared. Where study findings were inconsistent or contradictory, attempts were made to reconcile differences or choose between alternative findings on methodological grounds.
January 1977

1-120 A Study of Trade and Employment in the Electronics Industry

KEARNEY MANAGEMENT CONSULTANTS
CHICAGO, ILL.

Lester G. Telser

ILAB contracts 75-10 and 76-10
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; ELECTRONICS INDUSTRY

This study developed information concerning the effects of trade barriers, both foreign and domestic, on trade flows, income, and domestic employment in the electronics industry. Such information was developed for various product segments, including electronic components and accessories, radio and television receiving sets and transmitting equipment, electronic

calculators, industrial controls, and others of major importance that may be significantly affected by altered trade barriers.

In addition, information was developed on the effects of offshore assembly provisions, direct foreign investment, and the transfer of U.S. technology abroad on the level and composition of U.S. exports and imports and the resultant impact on domestic employment.

November 1977

1-121 The Behavior of Laid-off Workers in Manufacturing: An Aggregate and Disaggregate Analysis

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Donald O. Parsons and Belton M. Fleisher

ILAB contract 75-13
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; LAYOFFS; MANUFACTURING; POTENTIAL IMPACT OF IMPORT COMPETITION

The purpose of this study was to estimate the rates at which laid-off workers not recalled to their previous jobs are absorbed into the economy. Rates of absorption were estimated for narrowly defined manufacturing industries.

February 1977

1-122 Tariff Items 806.30 and 807.00 and Foreign Component Manufacturing

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Lee A. Reynis

ILAB contracts 75-14 and 76-14
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; TECHNOLOGY TRANSFER; TARIFFS

This study is concerned with the domestic impact on employment of the offshore assembly provisions of the U.S. tariff schedule. Under items 806.30 and 807.00, components manufactured in the United States may be sent abroad for final assembly. When components or finished goods are reimported, only the value added is subject to tariff duty.

Of particular interest is the impact of technology transfer associated with offshore assembly. Through the "learning by doing" process, component assembly abroad may accelerate the rate at which foreign countries begin their own production of such components. This process may shorten the product life cycle, enabling foreign countries to produce components and finished goods for domestic use and even export sooner than otherwise probable.

1-123 International Trade and Investment and the Earnings of U.S. Workers

FLETCHER SCHOOL OF DIPLOMACY
MEDFORD, MASS.
AND
HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Thomas Horst, Fletcher School of Diplomacy, and Rachel McCulloch, Harvard University

ILAB contract 75-15
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CORPORATIONS; LABOR DEMAND

This study consisted of two parts, the first of which was a critical review of the neoclassical models used to assess the impact of foreign investment on U.S. labor. The assumption of these models and their sensitivity to empirical estimation was examined. The second part explored the way in which U.S. labor has adjusted to disruption in U.S. trade patterns, whether induced by foreign investment or other causes. One aspect was the analysis of changes in skill mix within industries in which U.S. multinational corporations predominate. The costs associated with job displacement were estimated.

May 1977

1-124 International Transfer of Industrial Technology by U.S. Firms and Its Implications for the U.S. Economy

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Jack Baranson

ILAB contract 75-17
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; TECHNOLOGY TRANSFER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; CORPORATIONS; LABOR DEMAND

The focus of this study was technology transfers by U.S. firms to noncontrolled foreign affiliates and how these transfers may affect U.S. workers. The project consisted of 25 case studies of transfers of technology abroad by U.S. firms. The significant findings were: (1) The technology that is being transferred tends to be newer "front line" technology and not the standard technology as has been supposed; (2) actions by foreign governments in the form of subsidies or tariffs are almost always a dominant force behind the transfer; and (3) transfers of technology may have eroded U.S. competitiveness and decreased employment.

January 1977

1-125 The Incidence of and Adjustment to Temporary Involuntary Unemployment

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Paula E. Stephan, David Lawrence Sjoquist, and Larry D. Schroeder

ILAB contract 75-25
Project completed fiscal year 1978

Descriptors: EARNINGS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT; LAYOFFS; POTENTIAL IMPACT OF IMPORT COMPETITION

This study investigated the short- and long-term impacts of involuntary unemployment, using data from the Michigan Income Dynamics Panel. The first part measured the immediate loss in earnings due to unemployment for different types of workers.

The second part examined the longer run impact of unemployment. To investigate the longer term effects on earnings of the unemployed, the researchers considered means by which such effects are likely to be transmitted, including human capital formation, attitudinal changes, and labor market supply responses via labor mobility. The objective was to determine if there were substantial differences between the shorter term impacts of unemployment on individual level earnings and the longer term distributional effects.

September 1977

1-126 The Impact of Quota and Tariff Restrictions on Employment in the U.S. Steel Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Roger Waud

ILAB contract J9K60002
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; STEEL INDUSTRY; TARIFFS; METHODOLOGY

This project tested a simplified methodology for estimating the effect of changes in trade restrictions on employment in an industry. The methodology related employment in an industry over time directly to gross national product, the labor compensation rate, the cost of capital, the price of imports (including tariffs), and variables that capture the effects of import quota restrictions. The methodology was tested on the steel industry and the results compared with those obtained in project ILAB 73-08.

The investigator subsequently applied the methodology in a study of the footwear industry (ILAB contract J9K60017).
January 1977

1-127 Hedonic Demand Model for Automobiles

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

James C. Burrows

ILAB contract J9K60003
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The purpose of this project was to develop and test a methodology that predicts changes in the market for particular makes of automobiles, both foreign and domestic. The methodology considered consumer preferences for such features as horsepower, passenger space, turning radius, gas mileage, and price. The methodology, therefore, measured the effects of changes in gasoline prices, tariffs, or horsepower taxes on the market shares of various makes of automobiles, particularly imports. The project was part of a larger study of the effects of foreign trade policies on labor and sales in the auto industry and was integrated into the final report of the larger study. (See ILAB contract 74-19, Cost-Benefit Analysis of the Effects of Trade Policies on Product and Labor Markets in the U.S. Automobile Industry.)

1-128 Impacts of Reduced Trade Barriers on the Chemical Industry

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Donald Green

ILAB contract J9K60004
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; CHEMICAL INDUSTRY; LABOR DEMAND; PRODUCT DEMAND

The principal objective of this study was an estimate of the effects of changes in trade barriers here and abroad on prices, output, and employment in the chemical industry. The benefits of lower U.S. trade barriers to users, as well as the displacement costs that workers may incur, were calculated. The gains to the United States resulting from lower trade barriers abroad received special emphasis.

The project also attempted to evaluate the effects of investments abroad by U.S. multinationals on foreign supply. Furthermore, the project attempted to assess the effects of recent technological development on the pattern of world trade in chemicals.

Kenneth E. Lvade
March 1978

1-129 Analysis of the Price Differential Between Domestic and Imported Steel

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

James W. Jondrow and Paul Feldman

ILAB contract J9K60005
Project completed fiscal year 1977

Descriptors: PRICES; STEEL INDUSTRY; FOREIGN TRADE AND INVESTMENTS; IMPORTS

This study investigated the sources of price differentials between domestic and imported steel. Previous study had determined that imported steel sold at a discount from 1958 to 1968 and that in recent years (1973 and 1974) it has sold at a premium. The study inquired into various possible sources of the pure differential and found that the longer and more variable delivery lag for imported steel is a very significant factor because of the higher inventory costs that result. The significance of greater variability in the price of foreign steel was also evaluated.
January 1977

1-130 A Foreign Automobile Impact Study

CENTER FOR QUANTITATIVE SCIENCES MARKET FACTS, INC.
ROCKVILLE, MD.

ILAB contract J9K60006
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY; IMPORTS

This study investigated the impact of foreign automobile purchases by Americans on sales of domestic automobiles.

A survey was taken of over 1,000 buyers of foreign automobiles to determine the reason for their purchases and to determine what type of automobile they would have bought under different market conditions. Respondents were asked what make of automobile they would have bought if foreign car prices had been $500 or $1,000 higher. It was therefore possible to determine which U.S. cars are most affected by imports.
February 1977

1-131 Quantification of the Effects of Nontariff Barriers in the Major Trading Countries

Melvyn Krauss

ILAB contract J9K60012
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES

This project was a pilot study on the measurement of the distorting impact of subsidies on prices by industry category.

The country chosen for this pilot study was the United Kingdom. The investigator obtained information on various government programs that subsidize exports and estimated the rate of such subsidization by industry category. (For a followup study, see ILAB contract J9K60025.)
January 1977

1-132 The Location of Manufacturing Production by U.S. Multinational Enterprises

NATIONAL BUREAU OF ECONOMIC RESEARCH, INC.
NEW YORK, N.Y.

Robert E. Lipsey

ILAB contract J9K60014
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

This is the initial stage of a project to investigate the interaction between domestic and foreign investment of U.S. firms. Stage one has two objectives. The first is the construction of formal models of location decisions by U.S. multinational firms and how these decisions are affected by wage costs, tariffs, and taxes in each country. The second objective is the development of certain cost data required for the project, particularly labor cost adjustment for quality differences among countries. See ILAB contract J9K60021 for the broader study.

1-133 The Effects of International Market Linkages

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Richard E. Caves and Thomas A. Pugel

ILAB contract J9K60015
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRICES; WAGES

This project analyzed the effect of international prices on prices in the United States by isolating the effects of import penetration on the rate of return in selected industries. The project also measured the degree to which domestic and foreign prices are interrelated as well as the effects of import competition on wages in the domestic industry.

Thomas A. Pugel
December 1977

1-134 Estimation of Earnings Losses Associated with Job Displacement

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Louis Jacobson and Arlene Holen

ILAB contract J9K60016
Project still in progress

Descriptors: LAYOFFS; LABOR ADJUSTMENT COSTS; FOREIGN TRADE AND INVESTMENTS

This is a study to estimate the displacement costs of workers in approximately 15 industries. Using Social Security Administration summary earnings records and information on plant closings and mass layoff data, the researchers are developing earnings histories for displaced workers. Average earnings over time will be tabulated and then estimates of the displacement costs will be made. The purpose is to determine the costs of displacement that may result from changes in trade policy.

1-135 The Impact of Quota and Tariff Restrictions on Employment in the U.S. Footwear Industry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Roger Waud

ILAB contract J9K60017
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; EMPLOYMENT; FOOTWEAR INDUSTRY

This project analyzed the relationship between employment and the price of imports, including tariffs, in the nonrubber footwear industry. A direct relationship was developed between employment in the industry and the cost of imports, wage rates, the cost of capital, and indicators of aggregate demand in the economy. The project used a methodology developed in project J9K60002.
February 1977

1-136 The Distributional Consequences of Direct Foreign Investment

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert H. Frank and Richard T. Freeman

ILAB contract J9K60018
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; DOMESTIC SAVING AND INVESTMENT

The principal purpose of the project was to determine the effect of foreign direct investment by U.S. firms on the rate of capital accumulation in the United States. This was done by: (a) Evaluating the effect of foreign investment on the profitability of domestic investment; (b) analyzing the responsiveness of the domestic demand and supply of saving to the rate of return; and (c) determining the degree of integration of foreign and domestic capital markets that would affect the extent to which foreign direct investment by U.S. firms induces changes in other international capital flows. After the major task was accomplished, the effect of the change in capital accumulation on real earnings of workers was determined using production functions indicating the nature of capital-labor substitution.
April 1978

1-137 Estimating Substitution Possibilities Between Imports and Domestic Production

DATA RESOURCES, INC.
LEXINGTON, MASS.

Laurits R. Christensen and David Richardson

ILAB contract J9K60019
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; PRODUCT DEMAND; TRANSPORTATION EQUIPMENT INDUSTRY

The principal objective of this study is the development of estimates of the extent to which increases in imports affect the demand for similar domestic products. The project is developing methods for determining this relationship by implementing and extending recent developments in the estimation of demand systems. The latter procedure is advantageous in that it not only allows the incorporation of dynamic aspects of demand behavior in the form of habit formation and adjust-

ment to stocks of goods but also because it is able to recognize and make use of the logic of the interrelationships between various product demands.

1-138 An Approach to Measuring the Costs of Adjustment Assistance Programs

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Marina von Neumann Whitman, James H. Cassing, and Jack N. Ochs

ILAB contract J9K60020
Project completed fiscal year 1978

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

This project analyzed how labor markets adjust to disturbances due to shift in demand and how government policies affect the paths of adjustment. Particular attention was devoted to the way in which the various factors in the labor market interact with each other. The research examined: (1) The impact of an increased flow of workers into unemployment on the reemployment experience of those already in the labor market and looking for work; (2) how the economy adjusts to mismatches between job openings and available workers; and (3) how employers adjust their hiring rates in response to the increased availability of workers.
September 1977

1-139 Interaction Between Domestic and Foreign Investment of U.S. Firms

NATIONAL BUREAU OF ECONOMIC RESEARCH, INC.
NEW YORK, N.Y.

Robert E. Lipsey and Guy V. Stevens

ILAB contract J9K60021
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; INVESTMENT

The goal of this project is to study the interaction between domestic and foreign investment of U.S. firms. There are two phases to the study. (For pilot phase, see ILAB contract J9K60014.)

The first phase is the construction of a data base that contains information on the domestic and foreign operations of over 100 U.S. multinational firms. The sources of information for the data base are McGraw-Hill, the Department of Commerce, and the National Bureau of Economic Research.

Using the above data base, the second phase of the study analyzes how the changing opportunities for investment abroad affect investment by the firm in the United States, and similarly how investment in the United States affects the firm's foreign investment. Reasons that may account for interaction between domestic and foreign investment are examined. One is that both foreign and domestic investment compete for a supply of capital that is not perfectly elastic to the firm. Another is that foreign investment can also affect the domestic demand for capital by changing the marginal rate of return on domestic investment. This can happen because foreign investment affects the demand for domestic production.

1-140 Quantification of the Effects of Nontariff Barriers in the Major Trading Countries

Melvyn Krauss

ILAB contracts J9K60012 and J9K60025
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; EXPORT SUBSIDIES

This project was an extension of an earlier pilot study (See Contract No. J9K60012) on the measurement of the distorting impact of subsidies on prices by industry category. The country chosen for the pilot study was the United Kingdom. This extension measured similar distorting effects of government subsidies in France, Germany, Canada, and Sweden. Also, these distorting effects were measured for a recent boom year and a recession year in order to see if the significance of subsidies tended to increase in the recent recession.
April 1978

1-141 Price Behavior in the U.S. Television Receiver Market: An Analysis of the Effects of Imports

CHARLES RIVER ASSOCIATES, INC.
CAMBRIDGE, MASS.

James C. Burrows, Robert Larner, Anne Hammett, and Nancy Killefer

ILAB contract J9K60027
Project completed fiscal year 1978

Descriptors: PRICES; FOREIGN PRODUCTION COSTS; TARIFFS

This project analyzed the relationship between the costs of importing foreign goods and the prices that consumers have to pay for these imports; specifically, for television receivers. An attempt was made to determine the degree to which reductions in foreign prices or reductions in tariffs were passed on to domestic consumers in the form of lower prices. The project surveyed the existing literature relevant to researching these relationships and assembled data from government sources, unions, and private firms for use in the analysis.
December 1977

1-142 The Relative Merits of Tariffs, Quotas and Other Trade Policy Instruments

BOSTON COLLEGE
CHESTNUT HILL, MASS.

James Anderson

ILAB contract J9K60028
Project completed fiscal year 1977

Descriptors: FOREIGN TRADE AND INVESTMENTS; TARIFFS

The purpose of this project was to analyze the relative merits of tariffs, quotas, and other trade policy instruments given that some action to protect the industry must be taken. The project determined how various sources of uncertainty about future demand affected the relative merits of the various policy alternatives. The criteria for choosing among the policies were based on consumer interests and potential dislocation costs incurred by affected workers.
January 1977

1-143 Output, Inflation, and Unemployment: A Common Specification of Their Determination in Canada, France, Germany, Italy, the United Kingdom, and the United States

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

William G. Dewald

ILAB contract J9K60029
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; INTERNATIONAL COMPARISONS; ECONOMIC ANALYSIS AND ECONOMETRICS

The purpose of this project was to refine and test a simple aggregative econometric model of the U.S. economy to test, among other things, the sensitivity of U.S. economic performance to international trade factors. The project also fit the model to major OECD countries.

William G. Dewald and Maurice N. Marchon
October 1977

1-144 The Process of Adjustment to Changes in Employment Levels

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Frank Brechling

ILAB contract J9K60030
Project still in progress

Descriptors: LABOR DEMAND; LABOR ADJUSTMENT COSTS; POTENTIAL IMPACT OF IMPORT COMPETITION

This project determines the number of displacements that occur if it is necessary to reduce employment levels in an industry. In order to investigate the problem, the project experiments with a number of different dynamic employment adjustment models. Data on gross employment flows indicating quits and layoffs are used. The project constructs specific models for 15 to 25 detailed industries in which the special nature of each industry is reflected.

1-145 Impact of Technology Transfers on Patterns of Trade and Domestic Income/Employment

THE UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Eric W. Bond

ILAB contracts J9K60031 and J9K70001
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS

The project is developing and testing models of the international transfer of technology. The models include an analysis of the optimum time for technologies to be transferred as the state of knowledge advances. The model will apply to a particular high technology industry such as chemicals or electronics.

1-146 Labor Turnover and Experienced Worker Unemployment

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Donald O. Parsons

ILAB contract J9K60032
Project completed fiscal year 1978

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; LABOR MOBILITY; UNEMPLOYMENT

The project studied the way in which changes in product demand affect turnover flows such as layoffs and quits and also how they are affected by the level of experienced worker unemployment.
June 1978

1-147 International Transfers of Industrial Technology by U.S. Firms: An Evaluation of the U.S. Export-Import Bank Review of Potential Economic Impact

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Jack Baranson

ILAB contract J9K60033
Project completed fiscal year 1978

Descriptors: TECHNOLOGY TRANSFER; U.S. GOVERNMENT AGENCY REVIEWS

This project evaluated U.S. Government agency reviews of the impact of proposals to transfer U.S. technology to foreign countries. The two agencies whose reviews were evaluated are the East-West Foreign Trade Board and the Export-Import Bank. The project selected six cases reviewed by one or the other of these agencies and evaluated the materials and criteria used for the analysis of these reviews. The project also attempted to determine how accurate the reviews were in predicting the impacts of the technology transfers made on U.S. trade and employment.
October 1977

1-148 The Output and Employment Effects of Fiscal Policy in a Classical Model

STRATEGIC SERVICES CORPORATION
CHICAGO, ILL.

Floyd J. Gould

ILAB contract J9K70002
Project completed fiscal year 1978

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; TAXES; TARIFFS; EMPLOYMENT PATTERNS; INVESTMENT

This project developed models to estimate the impact of various government tax and expenditure programs, tariffs, and other regulations on employment and capital investment. The models focused on the response of labor supply and investment to real investment returns and real (after tax) wage rates.

Victor Canto and Arthur B. Laffer
March 1978

1-149 A Proposal to Conduct a Study of the Effect of Transfers of Technology by U.S. Firms on Real Wages and Employment Opportunities of Domestic Workers

STERLING HOBE CORPORATION
WASHINGTON, D.C.

Invars Gutmanis

ILAB contract J9K70003
Project still in progress

Descriptors: TECHNOLOGY TRANSFER; FOREIGN TRADE AND INVESTMENTS; ECONOMIC ANALYSIS AND ECONOMETRICS

This pilot project is designed to develop a systematic methodology for analyzing technology transfer. The chosen industry is electronics, in which a set of 5 to 10 significant innovations have been selected. Diffusion rates of these innovations are being estimated both within the United States and also across international boundaries. The extent to which diffusion

abroad is influenced by the investments and licensing of U.S. firms is being evaluated. Questionnaires have been developed, and a survey is being undertaken to obtain the required information.

1-150 The Effect on Domestic Prices of Changes in the Prices of Imported Goods: A Survey of the Evidence and Some Empirical Results

ARLINGTON, VA.

Dale M. Heien

ILAB contract J9K70004
Project completed fiscal year 1978

Descriptors: PRICES; IMPORTS

The project summarized evidence useful in understanding the relationship between changes in the landed cost of imports and changes in prices of goods at the retail level. The literature examined included studies of the relationship between wholesale and retail prices generally and of the extent to which devaluation of the U.S. dollar leads to higher retail prices.
May 1977

1-151 An Evaluative Review of Selected West European Labor Market Adjustment Policies

PALO ALTO, CALIF.

Robert J. Flanagan

ILAB contract J9K70005
Project completed fiscal year 1978

Descriptors: GOVERNMENT POLICIES; FOREIGN EMPLOYMENT AND TRAINING POLICY; LABOR ADJUSTMENT COSTS; EUROPE

The project investigated the structure and performance of labor adjustment policies in Western Europe. The study examined the operational aspects of these programs and also summarized any evaluations of their success in dealing with labor market dislocations.
March 1978

1-152 An Analysis of ILO Conventions

CORNELL UNIVERSITY
ITHACA, N.Y.

Walter Galenson

ILAB contract J9K70006
Project completed fiscal year 1978

Descriptors: INTERNATIONAL LABOR ORGANIZATION; LABOR STANDARDS

Is there a relationship between the ratification of International Labor Organization conventions and the achievement of the objectives of the conventions? This project grouped the conventions into major areas, such as industrial safety and social security. The analysis attempted to determine what countries tended to ratify conventions and whether ratification had an effect on country performance. For example, was the ratification of safety conventions related to industrial accident rates?
November 1977

1-153 U.S. Tariff Item 807.00 and Selected Articles of Apparel: International Cost Relationships—A Pilot Study of the Effects of the Foreign Assembly Provisions of the U.S. Tariff (Items 806.00 and 807.00) on the U.S. Labor Market

ARTHUR D. LITTLE, INC.
CAMBRIDGE, MASS.

John H. Reedy

ILAB contract J9K70007
Project completed fiscal year 1978

Descriptors: TARIFFS; FOREIGN PRODUCTION COSTS; LABOR DEMAND; FOREIGN TRADE AND INVESTMENTS

The project's main purpose was to discover whether data necessary for the evaluation of 807.00 can be obtained using the procedures outlined by Arthur D. Little, Inc. For this purpose, ADL obtained the costs of component production and assembly in various countries for two specific products. The costs obtained included all items relevant for a decision on the location of production. The validity of the information gathered was evaluated in terms of its consistency with observed trade flows and the specific methodology and sources used.
April 1978

1-154 An Analysis of The Impact on Consumer Prices of Changes in the Costs of Imports

ARLINGTON, VA.

Dale M. Heien

ILAB contract J9K70008
Project still in progress

Descriptors: PRICES; PRODUCT DEMAND; CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS; IMPORTS

The project is analyzing the impact of changes in the landed costs of imports on prices at the retail level. A theoretical analysis is being made of the effect of the structure of the distribution network on the extent of the pass-through of import costs, followed by an empirical analysis of at least 11 specific products. Various data sources are being used, including the relatively new series produced by the Division of International Prices at the Bureau of Labor Statistics. Emphasis will be placed on relating the empirical findings to the institutional structure and arrangements of the relevant markets.

1-155 Improving International Safeguard Procedures

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Robert E. Baldwin

ILAB contract J9K70009
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; GOVERNMENT POLICIES; TRADE POLICY; TARIFFS

This is the first phase of a larger project that will explore the size and frequency of market disruptions in international trade, why these rapid changes in market penetration occur, and appropriate international procedures for dealing with them. The present project will first identify industries in which there have been rapid increases in import penetration, using the Bureau of Labor Statistics trade monitoring system. Employment losses as a result of these increases will then be estimated.

The implications of various kinds of quota and tariff systems to deal with these disruptions will then be simulated.

1-156 A Proposal to Conduct a Survey of Trade Adjustment Assistance Recipients

MATHEMATICA, INC.
PRINCETON, N.J.

Walter Corson

ILAB contract J9K70010
Project still in progress

Descriptors: LABOR ADJUSTMENT COSTS; TRADE ADJUSTMENT ASSISTANCE; DURATION OF UNEMPLOYMENT

The project is surveying Trade Adjustment Assistance recipients to determine their demographic characteristics, employment experience, and ability to find new jobs after being laid off. The sample numbers 1,500, divided between Trade Adjustment Assistance recipients and a control group of regular unemployment insurance recipients. A questionnaire and an efficient survey design are being developed. One of the contractor's principal responsibilities is to make every reasonable effort to obtain a high response rate from those selected for interviewing. On completion of a clean data tape, the contractor will make an analysis of the reemployment experience of Trade Adjustment Assistance recipients. (For a related study, see ILAB contract J9K80004.)

1-157 International Trade Patterns and Excess Supply of Low-Skilled Labor: Theory and Policy Implications

BELLE MEADE, N.J.

Peter H. Gray

ILAB contract J9K70011
Project completed fiscal year 1978

Descriptors: ECONOMIC POLICY; LABOR SUPPLY PROJECTIONS; ECONOMIC FORECASTING; TRADE POLICY; LABOR SUPPLY

The project explored the possibility that markets for unskilled labor fail to operate in a way to absorb the supply of these workers available in the United States. The merits of different types of trade restrictions and subsidies were evaluated.
March 1978

1-158 Sources of Competitiveness in Japanese Television and Home Video-TV Recorders

DEVELOPING WORLD INDUSTRY AND TECHNOLOGY, INC.
WASHINGTON, D.C.

Jack Baranson

ILAB contract J9K70012
Project still in progress

Descriptors: TECHNOLOGY TRANSFER; GOVERNMENT POLICIES; ELECTRONICS INDUSTRY

The project is analyzing how Japanese manufacturers acquired television technology. Analysis includes an evaluation of the contribution of other sources of Japanese competitiveness in television such as government subsidies, particularly for R&D, and innovations in marketing strategies. The study will conclude with an analysis of Japanese dominance of video-TV recorder technology and its relationship with previous transfers of U.S. technology.

1-159 Optimum Tariffs and Subsidies for Reducing Employment Dislocations

ITHACA, N.Y.

Stephen T. Marston and Robert F. McCullough

ILAB contract J9K70013
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR ADJUSTMENT COSTS; TARIFFS; GOVERNMENT POLICIES

The project is developing a trade model that departs from the classical assumption of no rigidities in the labor market and making simulations to determine what the optimal level of tariffs would be under various scenarios. Changes in import penetration in a particular industry, such as footwear, are being used to develop the scenarios. The basic feature of the model is that the wages workers earn in their industry do not reflect their opportunities in other industries. In fact, they may have to suffer a long spell of unemployment and end with far less satisfactory jobs. The project will explore the impact of introducing this element into the classical trade model.

1-160 A Quarterly Econometric Model of the Export Behavior of Some Nonindustrial Countries

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Gene M. Grossman

ILAB contract J9K70014
Project completed fiscal year 1978

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FOREIGN TRADE AND INVESTMENTS; SUPPLY ACCESS

The project investigated the role of supply here and abroad in determining U.S. imports and exports, a neglected element in most existing analyses. A model that elaborates both demand and supply behavior was formulated and empirical estimates were made.
March 1978

1-161 Proposal to Study the Impact of Changes in the Cost of Imports on Consumer Prices

RUTTENBERG, FRIEDMAN, KILGALLON, GUTCHESS AND ASSOCIATES
WASHINGTON, D.C.

Iris J. Lav

ILAB contract J9K70015
Project still in progress

Descriptors: PRICES; CONSUMPTION; PRODUCT DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; IMPORTS

The project is examining the extent to which changes in the landed costs of imports are reflected in prices at the consumer level. Significant import industries have been selected, and a group of products in which significant changes in landed costs have occurred have been identified. The movement of the prices of these goods at retail is being studied, and an attempt is being made to explain the behavior observed. Finally, an attempt is being made to determine whether the prices of competitive domestic goods are affected by changes in import prices.

1-162 An Evaluation of European Programs to Assist Trade Impacted Workers

KRAMER ASSOCIATES, INC.
WASHINGTON, D.C.

Leo Kramer

ILAB contract J9K70016
Project completed fiscal year 1978

Descriptors: LABOR ADJUSTMENT COSTS; GOVERNMENT POLICIES; EMPLOYMENT AND TRAINING POLICY; EUROPE

This project explored the possibilities of evaluating programs in Europe that ease the adjustment process for displaced workers. It investigated which methods used abroad might successfully be adapted for the United States. The project studied the evaluative materials available, suggested a methodology to be used, and selected appropriate countries for study.
December 1977

1-163 Worker Adaptation to Internationally-Induced Job Loss

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Peter B. Meyer

Contract J9K80001
Project still in progress

Descriptors: LAYOFFS; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will examine the experience of workers who were laid off by the RCA plant in Mountaintop, Pa., and were eligible for Trade Adjustment Assistance. Workers, community leaders, and plant officials will be interviewed. The purpose of the project is to evaluate the strengths and weaknesses of past practices in providing such assistance and make suggestions for appropriate changes.

1-164 International Aspects of Occupational Health Regulations

PHILADELPHIA, PA.

Arnold Raphaelson

ILAB contract J9K80002
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; GOVERNMENT POLICIES; INTERNATIONAL COMPARISONS

The project will analyze interviews with European occupational safety and health officials, which explored three issues: (1) Are occupational health regulations of other nations considered in the determination or revision of a standard for domestic workers? (2) Do representatives of workers and management participate in setting a standard, such as the permitted exposure level or concentration of any substance? (3) Are economic issues, including the costs of compliance with any proposed regulation, given special weight in the determination of an occupational health standard?

The interviews focused on the inorganic arsenic, cotton textiles, and steel industries. They will provide the basis for assessing predictions of the foreign trade effects of new or proposed changes in occupational health regulations in the United States.

1-165 Foreign Trade and the Growth of the Service Economy

ARLINGTON, VIRGINIA

Dale M. Heien and Albert J. Eckstein

ILAB contract J9K80003
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; LABOR DEMAND; PRODUCTIVITY; PRODUCTION; SERVICE INDUSTRIES; MANUFACTURING

This study will analyze the major factors that have contributed to the growth of employment in the manufacturing and service sectors of the U.S. economy. The study will concentrate on examining the growth of output per worker-hour and the demand for output from highly disaggregated industry categories. In analyzing the factors contributing to output growth, project staff will devote particular attention to the influence of foreign trade and investment on the rate of growth in the manufacturing sector.

1-166 Evaluation of Trade Adjustment Assistance Using Administrative Records

THE PUBLIC RESEARCH INSTITUTE OF THE CENTER FOR NAVAL ANALYSES
ARLINGTON, VA.

Louis Jacobson

ILAB Contract J9K80004
Project still in progress

Descriptors: LAYOFFS; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; GOVERNMENT POLICIES; TRADE ADJUSTMENT ASSISTANCE

The project will be based on the 5-percent Continuous Wage and Benefit History Sample for all recipients of unemployment insurance and Trade Adjustment Assistance in Pennsylvania. This data file contains information on demographic characteristics, work histories, and weeks of benefits received.

The project will have three objectives: (1) To use the administrative record files to evaluate the characteristics and reemployment experience of workers receiving adjustment assistance; (2) to evaluate the survey responses on benefits and work history in the Pennsylvania part of the forthcoming Mathematica interview survey (see ILAB contract J9K70010); and (3) to evaluate the benefits of expanding the data system to other States that have Continuous Work and Benefit History Samples.

2. THE LABOR MARKET

The longstanding interest of the Department of Labor in research on employment and unemployment received new impetus from the MDTA directive to appraise the Nation's manpower requirements and resources, to develop information on the problems of unemployment resulting from automation and technological changes and other types of persistent unemployment, and to study impediments to the mobility of labor. The program of labor market research launched in response to this directive followed three paths: (1) Measurements of labor demand and supply; (2) analyses of the operation of the labor market, particularly the mechanisms and institutions involved in adjusting to imbalances between supply and demand; and (3) studies of the consequences of these two factors for members of the labor force, especially those groups with high rates of unemployment or falling rates of labor force participation. Research in these three areas comprises the three major sections of this chapter, and the evolution in the content of each area that occurred as new findings became available and policies and programs changed is sketched later in this introduction. Together, these sections account for all but 3 of the more than 300 projects described in the chapter. Those three comprise the first section.

A. POLICY AND PROGRAM LINKS WITH THE LABOR MARKET

The three projects considered in this section focus on the relationship of policies and programs to developments in the labor market.

The first is an umbrella-type project conducted by the Conservation of Human Resources Project at Columbia University, under the direction of Eli Ginzberg. Thus far, that project has produced more than 40 studies of the relationship between human resources and employment expansion, with emphasis on the policy implications of the developments it investigated. Several similar studies are currently underway in this project. No major or troublesome area of the economy or the labor force has escaped scrutiny by the project's staff, as examination of the specific studies described in the project writeup discloses.

The second project, by the Urban Institute, spanned the years 1968-75 and also generated scores of studies of the links among human resources policy, the labor market, and inflation. Its manifold activities culminated in the development and testing of a demographic model of the U.S. labor market, which can be used to estimate the impact of demand fluctuations on the rates of unemployment and labor force participation for each of 16 age-race-sex groups, as well as each group's probability of becoming unemployed, finding a job, and entering or leaving the labor force in a given month.

Finally, the third project, by Trevor Bain of the Center for Policy Research, Inc., reviewed the work on labor market analysis during the first decade of the R&D program, with emphasis on sifting through the implications of that work for national policies and programs on employment and training.

B. MEASURES OF LABOR DEMAND AND SUPPLY

The ample precedents for the analysis of economic factors that affect labor supply and demand—a preoccupation of economists since the time of Adam Smith—shaped much of the early R&D work on the labor market. During the first few years of the R&D program, work centered on economic analyses and projections of demand. If the new employment and training programs were to succeed, much more knowledge of the occupational needs of employers was essential. There were studies of demand in particular industries, particular areas, and particular occupations. There were also projects to review, assess, and improve methods of projecting demand on the basis of available data, which came mostly from the decennial censuses and Labor Department statistics on employment. Some projects attempted to take account of prospective technological changes. (Most of the studies of technological change appear in the third section of this chapter, which deals with the process of labor market adjustment.) On the supply side, the R&D office pioneered in sponsoring the first studies of unemployment in ghettos and inner cities. Earlier research had raised questions about the validity of unemployment statistics on ghetto residents and the true labor force participation of "discouraged" workers. Most of the early studies of labor supply simply projected past trends, with adjustments for anticipated changes in the demographic composition of the population, to arrive at estimates for matching supply with probable demand. More sophisticated measures of supply and demand awaited the maturing of employment and training programs, which would make program-oriented needs more evident.

But the early projects also included some pioneering efforts to improve analytical concepts and techniques and to develop new measures that could sharpen labor market analysis. One project by Peter Doeringer and Michael Piore of Harvard, with vast theoretical implications, stemmed from their 1964 study of company practices for adjusting to the introduction of technological improvements; in other words, the operation of internal labor markets. (See section C of this chapter for a description of the 1964 project.) In their followup study further analysis of the data challenged the established theory of the labor market. That study described the labor market as divided into a primary sector—consisting of jobs with high wages, good working conditions, upward mobility, and stable employment—and a secondary sector—comprised of dead end jobs with low wages and unstable employment. And it maintained that workers in the secondary sector could rarely surmount barriers to entering the primary sector. Further, it argued that the conventional theory could not adequately explain this segmentation or such market failures as unemployment, worker alienation, and poverty. Hence, it called for reformulation, not only of labor market theory, but of labor market policy as well. Though the proposed new theory is still far from universal acceptance in the economics profession, it has been influential in broadening the scope and changing the focus of empirical research on the labor market by economists of all theoretical persuasions.

Thus, subsequent research has addressed such issues as why poverty diminished so slowly, despite general affluence and government programs aimed at eliminating it; differences in the returns to education and other forms of investment in human capital for various groups of workers; the persistence of color and sex earnings differentials; the influence of psychological and sociological variables on employment and earnings; the spread of dissatisfaction among workers despite rising income and wage rates; and the role of monopolies, unions, and other instrumentalities in developing protected labor markets.

Occupational classification and the measurement of job vacancies exemplify other innovative areas of the early research

program. Concerning occupational classification, two studies by James Scoville led to the conclusion that what was needed was a more detailed classification based on the principles of job analysis, supplemented by information on the social and economic characteristics of workers in different occupations, obtained from workers themselves.

While U.S. statistical agencies still do not use a uniform occupational classification scheme, the approach suggested in this study is exemplified in studies by Samuel Baum, Ann Miller and Susan Klepp that worked out a "translation" between the two major schemes—the *Dictionary of Occupational Titles*, which describes the job content of thousands of occupations and the worker traits desired of incumbents, and the classifications used by the Bureau of the Census to categorize occupational information obtained in its household surveys.

With respect to job vacancies, analysts had long talked of a measure of labor demand that would have more predictive value than do changes in employment or labor turnover, which had traditionally served as proxies. Two early R&D projects—one by the National Bureau of Economic Research and the other, by the National Industrial Conference Board, which confirmed the feasibility of actually gathering such data from employers—provided essential groundwork when the 1968 MDTA Amendments called on the Department of Labor to "develop a comprehensive system of labor market information . . . including . . . job opportunities . . ." Profiting from the preparatory work, the Bureau of Labor Statistics was able, in mid-1969, to institute a statistical series on "job opportunities"; that is, vacant jobs that employers reported they wanted to fill. Unfortunately, the series was abandoned about 4 years later, essentially because the guarantee of confidentiality to reporting employers prevented use of the data by the public employment service for placement purposes. This left analysts still lacking the data on job vacancies that many think would be a useful policy tool.

The requirement of the 1968 amendments for a comprehensive system of labor market information also led to projects that investigated the required content and appropriate methodology for such systems. Obviously, "the labor market" is not a monolithic entity; it is a collection of discrete markets, locally based for some occupations and regionally or nationally based for others. Therefore, several projects were funded to design information systems for areas differing in size and industrial composition, for subdivisions of larger metropolitan areas, and even for particular industries where lack of information seemed to impede functioning of the labor market. These projects went far beyond the early projections for areas, industries, etc. Studies in the new genre began by assessing what information about the labor market was needed for efficient operation of the employment service, the schools, and other community institutions, as well as by employers, jobseekers, and students. They then surveyed the information available from both statistical and administrative sources, studied the feasibility of filling the gaps in the data base, and recommended steps to put the information system into operation. A project by Malcolm Cohen went further, actually gathering and processing data for the computer and testing the operation of the system in a local employment service office. These efforts materially assisted the planning and administration of employment and training programs.

Meanwhile, research on labor supply functions had been stimulated by the Work Incentive (WIN) Program, which is designed to help certain categories of welfare recipients become self-supporting, and by the beginning of the prolonged debate over welfare reform. During the late 1960's and early 1970's, a number of research projects were funded to analyze the relation between individual decisions on labor supply and wages, income, and other variables. In combination with studies specifically addressed to welfare reform proposals, which are included in chapter 1, these studies represent a serious attempt to bring economic theory and econometric estimation techniques to bear on important policy issues.

C. THE PROCESS OF LABOR MARKET ADJUSTMENT

This third section of the chapter is by far the largest. Basically, the adjustment studies concern what happens when demand and supply become unbalanced, what practices employers and unions adopt to achieve their objectives vis-a-vis workers, how workers react and what influences their reactions, and how workers go about finding employment when they lose their jobs or become dissatisfied.

Agriculture is undoubtedly the industry that has experienced the largest and fastest changes in its labor market, so it leads off the section. Studies in this field cover such diverse aspects of agricultural employment as productivity and labor utilization by John Wysong, the impact of mechanical harvesting on the demand for labor, one by B. F. Cargill and G. E. Rossmiller, another by J. Kamal Dow, and another by Dale Hoover, the attitudes of migrant workers by William Friedland, and Dean Harper, and the role of farm labor market institutions in the functioning of an agricultural labor market by Paul Miller. The section also contains a review and synthesis of rural-oriented R&D projects by Gene Leonardson and David Nelson, and a summary of the activities of a project set up to assist in the formulation of policies and programs for the delivery of rural employment and training services by Collette Helen Moser.

Although most of the projects concerning the impact of technological change in nonfarm industries and occupations were funded during the early days of the R&D program—10 of them in 1963 and 1964 alone—they played a decisive role in the future of the program. As indicated at the outset, the technological race triggered by Sputnik had occasioned grave concern in this country; both policymakers and labor market analysts were affected by the specter of Sputnik. However, the findings of the early studies of technological changes helped allay fears of massive worker displacement and explain the failure of early training programs to locate large numbers of technologically displaced workers in need of retraining. Thus, the R&D studies contributed to the reorientation of both training and R&D to other sources of unemployment.

There is great diversity among the projects on hiring and other employer/union practices. They range from a study by Harry Cohany and Donald Landay on the effect of certain collective-bargaining provisions on labor mobility—a specific directive in the 1962 MDTA act—through studies by David Corwin and James Rosenbaum of affirmative action plans in particular industries, and studies by Walter Franke and Irvin Sobel, and Daniel Mills of efforts to overcome labor shortages to studies concerning the economic effects of institutional practices in the labor market.

None of the research on efforts to improve the work environment or enhance the quality of working life antedates 1968. The relatively recent vintage of these studies probably indicates both a belated response by employers to mounting evidence of employee discontent and some reluctance by psychologists and sociologists to involve themselves in labor market research. The two chief areas thus far probed have been participative management and rearranged work schedules. As knowledge about the interaction between employees' attitudes

and employers' practices advances, the scope of such studies may broaden.

By contrast, the subject of employees' attitudes toward work per se has long been a fertile field for researchers under the R&D program. Although the possibilities have not yet been exhausted, the studies to date have covered different age, ethnic, occupational, and income groups; men and women; and various combinations of these categories.

Finally, rounding out the third section are a group of studies of jobseeking methods. One study by the Bureau of Labor Statistics cuts cross all workers seeking jobs, but most are eclectic and imply that the methods vary according to whether applicants are looking for lower or higher level jobs. This group of research is distinguished by its interdisciplinary character. It has been vital to the design of labor market information systems.

D. THE WORKERS' LOT

In many respects, the section on The Workers' Lot—or how workers fare in the labor market—represents the "bottom line." The projects described in this section focus on the relative success of different groups of workers—most of them disadvantaged in some way—as measured by their experiences in the labor market.

Rich as the literature is, one project stands out. It is the National Longitudinal Surveys of Labor Force Behavior, conducted by the Center for Human Resource Research at the Ohio State University under the direction of Herbert Parnes. Since 1966, these surveys have tracked the employment experiences of the same four groups of workers at critical transition points in their careers—young men and women between the ages of 16 and 24, women from 30 to 44 years old, and men between the ages of 45 and 59. (All ages relate to the first year in which each group was surveyed—1966 for both male groups, 1967 for the older women, and 1968 for the younger women.) The surveys have also obtained data on factors associated with labor market success, including education, health, labor market information, training, and attitudes toward work. The comprehensive nature, multidisciplinary focus, and longitudinal approach of this study have produced results that could not have been obtained through separate studies. The significance of this project is, in the words of the National Academy of Sciences, that it lays "a strong foundation for further study of manpower problems across the entire labor force, utilizing the perspectives and methods of a wide range of behavioral and social science disciplines."

Comprehensive longitudinal surveys are, however, very costly. The outlays on this project since it was first funded in fiscal year 1965 far exceed those for any other project in this category. Many other, and far less costly, analyses of workers' experiences in the labor market have also made useful contributions to the development of policies and programs on human resources.

Most of these other projects tackled the problems of various groups of disadvantaged workers or of advantaged workers who were experiencing problems because of circumstances beyond their control (engineers laid off from defense industries during the mid-1960's and early 1970's, for example). Studies of the plight of minorities—blacks, Hispanic Americans, and others—predominate. The recent block of developmental projects on the labor market problems of Hispanic Americans reflects a growing concern for the group in CETA programs. Other groups studied were professional and technical workers, youth, women, welfare recipients and low-wage workers, and veterans and retired military personnel. Finally, a scattering of studies concerned such groups as released prisoners, drug addicts, and the mentally retarded.

The focus on these segments of the labor force has contributed to and helped justify a number of legislative and program developments. Examples are special training programs for criminal offenders and for the residents of urban ghettos. Some studies also helped to upgrade statistical series used as the basis for policy decisions.

If any conclusion can be drawn from this heterogeneous collection of projects on the labor market, it appears to be that generalizations are to be avoided because of the diverse and dynamic characteristics of labor markets. Further, analyses at the macro level—national or economywide—and the micro level—area, occupation, or workplace—may provide conflicting diagnoses and guidance with respect to the same policy issue. Perhaps the major problem for the future is developing a guidance system that can integrate the two types of analyses and give appropriate weight to each.

2A. POLICY AND PROGRAM LINKS WITH THE LABOR MARKET

2-001 MANPOWER RESOURCES AND EMPLOYMENT EXPANSION: A SERIES OF RELATED NATIONAL AND METROPOLITAN STUDIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg

Grants 21-36-73-04, 21-36-73-51, 21-36-75-20, and 21-36-76-18, Contracts MDTA 13-63, MDTA 10-64, 81-34-67-25, and 81-36-71-01
Project still in progress

The primary objective of this project, which was initiated during fiscal year 1963, is to probe the changing structure and functioning of American society to determine the different ways in which the development and use of the Nation's human resources affect the level of social well-being and economic output.

Numerous studies of human resource problems have been or are being undertaken, utilizing economic and related analysis on the micro and macro levels. Individual studies are shown below.

The 33 completed studies are arranged in the order of completion; those still in progress, alphabetically.

2-001A THE PLURALISTIC ECONOMY

Descriptors: ECONOMIC GROWTH; PUBLIC SECTOR; NONPROFIT INDUSTRIES; TECHNOLOGY AND TECHNOLOGICAL CHANGE; WORKER DEVELOPMENT

This study concentrated on the proper form of economic models for guiding policy on worker development and utilization. Whereas previous work had viewed the economy as consisting primarily of private profitmaking enterprises and credited them with almost exclusive responsibility for the growth and broadening of economic activities, this study pointed to the need to recognize the role of government and other nonprofit institutions in economic growth.

Data were presented on the growing role of the not-for-profit sector between 1930 and 1960, as measured by job creation, national income, and total employment. The study also found that the training and employment of professional and technical personnel by the not-for-profit sector connoted a strategic role in facilitating technological progress.

Eli Ginzberg, Dale L. Hiestand, and Beatrice G. Reubens
1965
ERIC—MP 000218; Available from McGraw-Hill Book Co., New York, N.Y.

2-001B ECONOMIC GROWTH AND EMPLOYMENT OPPORTUNITIES FOR MINORITIES

Descriptors: BLACK/WHITE; MEN; OCCUPATIONAL STATUS

Using data from the decennial census, this study compared the occupational position of black men relative to white men from 1910 through 1960. The data showed that little change had occurred in the comparative positions from 1910 through 1930. Blacks' position had then deteriorated during the 1930's but improved during the 1940's and the 1950's.

Dale L. Hiestand
1964

2-001C SCIENTIFIC AND MANAGERIAL MANPOWER IN NUCLEAR INDUSTRY

Descriptors: SCIENTISTS; MANAGERIAL OCCUPATIONS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; NUCLEAR POWER INDUSTRY

This case study of the nuclear power industry focused on the availability of highly trained personnel as a determinant of economic growth. It emphasized the crucial role of highly qualified personnel in the development of a new technology and the critical role of government in providing appropriate personnel in the early developmental period of the industry. It pointed out that failure to secure an adequate core of such personnel could result in excessive costs of development.

James W. Kuhn
1966

2-001D MANPOWER AND THE GROWTH OF PRODUCER SERVICES

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; OCCUPATIONAL STRUCTURE

This case study found that the increasing importance of business services emphasized the growing tendency of employers to reduce their regular labor requirements by contracting for such services. In turn, the key to the expansion of business service enterprises has been their specialization in labor at different levels—from cleaners to management consultants. The study analyzed factors that have contributed to the growth of the producer services industry and examined the nature of its labor force, including occupational characteristics, educational attainment, earnings, sex, and race.

Harry I. Greenfield
1966
Available from Columbia University Press, New York, N.Y.; ERIC—ED 016143

2-001E THE MIDDLE-CLASS NEGRO IN THE WHITE MAN'S WORLD

Descriptors: BLACK/WHITE; CAREER ASPIRATIONS

This exploratory study of the career plans of middle-class black youth used a case study approach with approximately 125 black males in their senior year of high school or their sophomore or senior year in two black colleges in Atlanta and three colleges in New York City. Middle class was defined as having parents in occupations with earnings that afford some discretionary spending. Information was also obtained from officials of the schools concerned. The objective was to find out how the black young men saw their future and how they were trying to shape it.

Overall, the study found that the youth were realistic in their aspirations and their assessment of the forces they would have to contend with in attaining their aspirations. Their future plans did not hinge on their racial identity and they believed that their prospects would depend on their educational and job performance. They foresaw increased competition as a result of civil rights accomplishments, which would enable them to compete with whites instead of becoming leaders in the black community. Indeed, only a handful expected to take a leadership role in the civil rights movement.

These youth were seen as being in a good position to take advantage of the new opportunities that are opening to blacks. However, the authors observed, "Not so, the Negro poor."

Eli Ginzberg et al.
1967
Available from Columbia University Press, New York, N.Y.

2-001F MEN, MONEY, AND MEDICINE

Descriptors: HEALTH OCCUPATIONS; WORKER UTILIZATION; TRAINING; OCCUPATIONAL STRUCTURE; UPGRADING; INSTITUTIONAL CHANGE

This study consisted of 20 essays dealing with such critical health occupations as physicians, psychiatrists, nurses, public health workers, and medical technicians, to indicate the changes that must be made before the health industry can be restructured. The analysis focused on the way in which such workers are educated, trained, and utilized.

The researcher found no shortage of physicians, although the number of general practitioners has declined and their geographic distribution does not correspond to that of the population. He also found group practice still inadequate to meet health needs but foresaw better organization of medical

resources by permitting physicians to incorporate and by increasing the role of government and nonprofit organizations in delivering health services to the poor.

Innovative and improved utilization of personnel in the health care industry was shown to be hampered by the absence of a strong entrepreneurial structure and hyperprofessionalization. The need for competitive wages and career ladders for the approximately 2 million nonprofessional employees was stressed. Attention was called to the dangers of expanding expenditures for health care without increasing the capacity for employee education and training, although increasing government financing was seen as mitigating the problem.

Instead of programs to alter the entire structure of medical care, the study advocated an approach which would specify high priority needs (such as improved health care for the urban poor) and attempt to modify institutional structures to meet those needs.

Eli Ginzberg
1969

NTIS PB193413/AS
Also available from Columbia University Press, New York, N.Y.

2-001G ALLIED HEALTH MANPOWER: TRENDS AND PROSPECTS

Descriptors: HEALTH OCCUPATIONS; INDUSTRY PRACTICES; OCCUPATIONAL STRUCTURE; OCCUPATIONAL TRAINING

This study dealt primarily with the 1.7 million health workers with less than a college degree who comprised the major source of labor for the rapidly expanding health care industries in the mid-1960's. It analyzed the workers' characteristics and the nature of the labor market and personnel practices in the industry.

The researcher found an atomized labor market for allied health workers: a collection of smaller quasi-independent markets composed of separate and rigidly defined occupations. At the lower skill levels, these markets tended to be local or regional, but at the higher skill levels, they were national markets. The result, he found, was improper use of less skilled workers in dead-end occupations, high turnover, and job dissatisfaction. Low wages and poor working conditions in small nonprofit hospitals and the lack of a separate administrative hierarchy in larger hospitals further limited upward mobility and inhibited male employment.

Training facilities were also small and scattered and thus did not realize feasible economies of scale, he found. At the same time, the researcher observed, the trend toward shifting training to educational institutions was prolonging training and raising costs, hence making entry into these occupations more difficult for disadvantaged persons.

Harry I. Greenfield
1969
Available from Columbia University Press, New York, N.Y.

2-001H THE PROCESS OF WORK ESTABLISHMENT

Descriptors: CAREER PATTERNS; YOUNG MEN; EMPLOYER PRACTICES AND POLICIES; ENTRY-LEVEL EMPLOYEE PROBLEMS

This study focused on the effect of employers' personnel policies on the work choices and subsequent experience of young men who were not college graduates when hired by five firms in a large metropolitan labor market—two utilities, two department stores, and an auto assembly plant.

Most of the men found their jobs through personal contacts. Those with occupational skills that were transferable had little difficulty in finding employment, but those without such skills seemed to find their best option was getting attached to a strong organization. Once employed, they appeared to have considerable leverage through their unions.

The men usually became established between the ages of 25 and 35. At this point, most were not using all the education they had acquired, but specific skill training was helpful to their progress. However, work progress was determined mainly by the type of company for which they worked and its policies concerning skill acquisition. Small firms tried to hire trained men, whereas large firms tended to train the skilled men they needed and often established additional occupational categories, not really based on skill, so they could increase the earnings of men with longer service. These findings led the researcher to question employers' "excessive" requirements for general education for jobs which actually require specific skills not learned in school.

Marcia K. Freedman and Gretchen E. Maclachlan
1969
Available from Columbia University Press, New York, N.Y.

2-001I THE PERIPHERAL WORKER

Descriptors: PART-TIME EMPLOYMENT; TEMPORARY EMPLOYMENT; WORKER TRAITS

This study analyzed the work experience of "peripheral workers"—those who worked less than full time, full year—in 1965, based on data from the March 1966 supplement to the Current Population Survey, which showed that such workers accounted for about 45 percent of the labor force.

Although peripheral work experience reflected the increasing options open to some workers, personal characteristics and discrimination foreclosed the option of year-round, full-time employment for others, the researcher found. Disproportionate numbers of peripheral workers were members of minority groups, women, youth, and older workers.

Peripheral work experience was typically a dead-end affair, he found, and the exit barriers were becoming increasingly difficult for most members of the group to surmount. Rising educational attainment in the labor force has confined many of them to industries and occupations which require less education and training than those staffed primarily by regular full-time workers. Nor were high employment and a tight labor market likely to remedy the situation for peripheral workers living in inner-city areas, he found. Additional measures which would be necessary for this purpose were outlined.

Dean W. Morse
1969
Available from Columbia University Press, New York, N.Y.

2-001J THE HARD-TO-EMPLOY: EUROPEAN PROGRAMS

Descriptors: HARDCORE; EMPLOYMENT AND TRAINING POLICIES; SUPPORTED EMPLOYMENT; JOB CREATION; INCOME MAINTENANCE; MONOGRAPHS; EUROPE

This study analyzed residual unemployment in Western Europe and examined programs to make the hard-to-employ productive.

The researcher found that the hard-to-employ benefitted not only from overall employment and training programs, but also from comprehensive programs targeted to them, which included: (1) Outreach intake, and screening procedures; (2) guidance and counseling services; (3) psychotechnical testing and vocational assessment facilities; (4) work-experience centers; (5) vocational training courses; (6) special placement efforts; (7) preferential or reserved employment; (8) subsidized employment or self-employment; and (9) special job creation under ordinary or sheltered conditions.

In some countries, workers who would become hard to employ if they lost their jobs—often older workers—could benefit from measures requiring restrictions on dismissals, worksharing, sustaining the demand for the products of specific enterprises, and retraining of employees within firms. If job loss was inevitable, they might be assisted by advance warning of dismissal, special placement efforts from the enterprise site, wage supplements to encourage acceptance of lower-paid jobs, retraining courses, mobility allowances, and the creation of new jobs. If they failed to obtain new jobs, they might be candidates for special financial benefits through unemployment insurance, severance payments, or pre-pension payments to encourage early retirement.

Beatrice G. Reubens
1970

NTIS PB193414/AS
ETA SPECIAL JOB CREATION FOR THE HARD-TO-EMPLOY IN WESTERN EUROPE, MANPOWER RESEARCH MONOGRAPH NO. 14.
Also available from Columbia University Press, New York, N.Y.

2-001K THE METROPOLITAN ECONOMY: THE PROCESS OF EMPLOYMENT EXPANSION

Descriptors: METROPOLITAN AREAS; ECONOMIC GROWTH; EMPLOYMENT; INDUSTRIAL STRUCTURE

This study analyzed metropolitan labor markets (standard metropolitan statistical areas and non-SMSA counties with cities of 25,000 or more) in the United States through the use of employment data (grouped into 32 industrial classifications) from the 1940, 1950, and 1960 censuses. Instead of following conventional procedures of netting out job increases and job decreases, the analysis separated the two processes in order to stress the specific forces that lead to expansion and contraction in each market. The key methodological advance was using analyses of size and structure to define a topology of metropolitan markets; i.e., nodal, manufacturing, government, health-education, resort, and mixed.

It was found that the industrial composition of metropolitan labor markets varied according to size and principal economic functions. In general the proportion of employment in business services increased with size of place, whereas the proportion of employment in consumer services was largest in smaller metropolitan labor markets.

The composition of jobs added and jobs destroyed differed markedly among types and sizes of places. Also among the faster growing nodal places, growth centered in the service sector, with business services playing a key role. Among the manufacturing places, which generally were slow growing, there was little growth in the service sector, indicating poor development of external economies which could spark further growth.

There was considerable variation in the growth processes that produced structural change. Among the older and larger cities of the East and Midwest, employment decreased in some industrial classifications and increased in others. Among the rapidly growing medium-sized larger metropolises of the Southwest and West, restructuring was due almost entirely to uneven growth.

Regional service centers clearly played an important role in the growth process. As growth occurred in these places and in the regions which they served, the broadening of markets and development of external economies permitted assumption of economic roles previously performed by older and larger places. This "passing down of functions" thus required restructuring of the larger places as their economic roles were altered.

Because of the variety of training, guidance, and placement needs, the authors found a single policy for all labor markets inconsistent.

Thomas M. Stanback and Richard V. Knight
1970
Available from Columbia University Press, New York, N.Y.

2-001L CAREER CHANGERS: PROFESSIONAL AND GRADUATE STUDENTS AFTER THIRTY-FIVE

Descriptors: SECOND CAREERS; PROFESSIONALS; STUDENTS; MIDDLE-AGED WORKERS; UNIVERSITIES AND COLLEGES; OCCUPATIONAL CHOICE

This study explored the efforts of middle-aged persons to shift or advance in their career fields by entering or reentering professional or graduate schools on a full-time or nearly full-time basis. Data were collected through interviews with university officials and questionnaires to middle-aged students.

University officials, it was found, generally tried to restrict the acceptance of older students, and many aspects of admissions procedures worked to the disadvantage of older applicants. Nevertheless, there were significant numbers of older students enrolled in the schools. Nearly 7 percent of all full-time or nearly full-time professional and graduate students were age 35 and over; about half of these students were men and half were women. In most schools of social work and library services, at least 20 percent of the students were older. Graduate programs in education, the humanities, social sciences, and business also had above-average proportions of older students.

Students returned to school for a wide variety of reasons, and there did not appear to be a "typical" older student. The large majority returned for such positive reasons as a high interest in a particular field or because they wanted to acquire newly developing skills in their field. Very few returned to school because of failure to realize frustrated earlier ambitions. Most of those who returned took advantage of a chance opportunity, such as an offer of a fellowship or a paid leave of absence.

Nearly all of the middle-aged students were enthusiastic despite some problems. Reorganizing and adequately financing their family lives often presented major difficulties, regardless of income levels, although the large majority received financial aid. Many of the older students faced serious problems in their studies when they first reentered, but their academic performance tended to be average or better than average. Most, however, anticipated little difficulty in reentering paid employment, because they were on a leave of absence or were preparing for an occupation with worker shortages.

The continuation of occupational choice into old age suggested that guidance services for middle-aged men and women might provide a large potential pool of workers for shortage occupations. However, the researcher questioned the adequacy of university admissions procedures for both older and younger students, in view of continuing changes in technology, job content, and role definition of middle-aged persons, together with general affluence.

Dale L. Hiestand
1970
Available from Columbia University Press, New York, N.Y.

2-001M STATE DEVELOPMENT AGENCIES AND EMPLOYMENT EXPANSION

Descriptors: STATE AND LOCAL GOVERNMENTS; ECONOMIC DEVELOPMENT; ECONOMIC POLICY

Against the background of theories of regional economic growth, this study examined the potentialities and limitations of State development commissions in their efforts to expand and promote economic development. The study identified and evaluated the effectiveness of two basically different approaches in this area—planning and promotional activities.

The researcher concluded that many State development commissions were ineffective, and that many of the measures used to stimulate industrial growth (such as tax-free bonds) had severe limitations. However, it was emphasized that the commissions could, under strong State leadership, achieve their purpose by functioning as the principal State planning agency for directing and encouraging economic and employment growth. Stressing the planning function would provide criteria for assessing the desirable levels and alternatives for State investments in highways, education, and other necessary State functions. The study pointed out that a strong State effort often served as a catalyst to energize the private sector as well.

Special attention was directed to South Carolina and its use of training funds to accelerate industrial growth.

Alfred S. Eichner
1970
Available as Policy Paper No. 18, Institute of Labor and Industrial Relations, P.O. Box B-1, Ann Arbor, Mich. 48106.

2-001N UPGRADING BLUE-COLLAR AND SERVICE WORKERS

Descriptors: UPGRADING; BLUE-COLLAR WORKERS; FOOD SERVICE INDUSTRY; OCCUPATIONAL STRUCTURE; HEALTH CARE INDUSTRY; TRANSPORTATION AND PUBLIC UTILITIES; TRANSFERABILITY OF SKILLS; DISCRIMINATION; OCCUPATIONAL MOBILITY; CONSTRUCTION INDUSTRY; APPAREL INDUSTRY

This study evaluated training as an instrument for enhancing the job mobility of selected groups of workers. The research focused on five industries in New York City—apparel manufacture, food service, health services, local public transit, and construction. For each industry, the occupational structure was reviewed and income data from the Social Security Adminis-

tration's continuous work history file were analyzed for workers remaining in the industry for 4 years. Interviews with employers, union representatives, and training officials were used to analyze the factors which facilitate or prevent advancement within the industries.

The analysis suggested four fundamental conclusions about the opportunities for assisting low-wage workers to improve their status:

First, an industry's occupational structure was the major determinant of its upgrading opportunities. In industries such as apparel manufacturing and retail eating and drinking places with a small proportion of better paying jobs, upgrading opportunities were necessarily severely limited, In contrast, the construction industry could permit a high degree of upgrading because of the large number of higher wage positions relative to the total workforce.

Second, regardless of the number or proportion of better paying positions in an industry, upgrading was the dominant means for filling them. Analysis of the social security data for four of the industries indicated that between 73 and 80 percent of all workers earning $8,000 or more per year had at least 4 years' experience in their respective industries and that most of this group had moved up from positions paying substantially less during the 4-year period. Only limited increases could be attained in the proportion of better paying positions filled by upgrading.

Third, formal training frequently was not required for occupational mobility. Only in the health services industry did a substantial number of workers require institutional instruction to qualify for their positions, and apprenticeship was the dominant source of supply for only a few of the construction trades. Although formal instruction was helpful in the case of cooks and some additional construction craftsmen, in most instances workers acquired whatever skills they needed through an informal process of observation and practice on-the-job.

Fourth, the upgrading processes often reflected racial and sex discrimination. In each of the industries studied blacks and females comprised significantly smaller proportions of the workers in higher level jobs than of those at the lower levels. Government intervention designed to reduce discrimination in industry promotion practices was identified as the Federal policy likely to yield the greatest improvement in upgrading practices.

Charles Brecher
1972

NTIS PB214814/AS
Also available from Columbia University Press, New York, N.Y.

2-001O EMPLOYMENT EXPANSION AND METROPOLITAN TRADE

Descriptors: EMPLOYMENT; METROPOLITAN AREAS; INDUSTRIAL STRUCTURE

This study focused on the sources of employment expansion in metropolitan job markets resulting from exports to other metropolitan and nonmetropolitan centers, import substitutions, and increased local demand for goods and services. Using a value added approach developed in the study and census area data for 1940, 1950, and 1960 for 31 industrial classifications, the researcher analyzed changes in the industrial mix of imports and exports, as well as associated changes in the composition of employment. The analysis of trends in the export base (including services as well as commodities) and the calculation of its multiplier effect on other aspects of metropolitan output represented new methods for estimating employment prospects and planning appropriate training programs.

It was found that metropolitan areas were becoming more self-sufficient; 81 percent of the job increases during the 1950's were in the local sector. Moreover, about 75 percent of the variations in the rates of employment change among 368 metropolitan areas were accounted for by differences in the export base, counting both direct effects of changes on employment in the export sector and the indirect effect of the local multiplier.

It also appeared that intermetropolitan trade was expanding at approximately the same rate as metropolitan employment, but metropolitan trade with nonmetropolitan areas was declining. The regional patterns of trade, employment expansion in trade activity, interregional and intraregional shift of export activity, and the degree of concentration were found to vary considerably by industry. There was a trend toward increasing diversification in the local sector; however, over half of the employment in exports was in one industry category for 145 metropolitan areas. The importance of the process of import substitution was found to have increased, especially in the larger metropolises.

Changes in export activity accounted for a larger share of job decreases in the 1950's (44 percent compared to 26 percent during the 1940's) and a smaller share of job increases (19 percent compared to 26 percent). During the 1950's, 59 percent of job increases in export activity were offset by job decreases in other export industries in the same metropolis. A general upgrading of manufacturing export activity and a shift to the export of services appeared to be underway. Low-productivity industries had relocated from large and medium-size metropolitan areas to small metropolitan areas and nonmetropolitan counties. With upgrading at all levels, however, the relative position of areas did not change much, although the employment terms of trade continued to favor large and medium-size places. Three-fifths of the job increases in metropolitan export activity represented geographical shifts.

Richard V. Knight
1972
Available from Praeger Publishers, New York, N.Y.

2-001P NEW YORK IS VERY MUCH ALIVE: A MANPOWER VIEW

Descriptors: EMPLOYMENT; INDUSTRIAL STRUCTURE; BLACKS; PUERTO RICANS; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK

This study, funded principally by the Fund for the City of New York, drew heavily on on the long-term research of the Conservation of Human Resources Project staff. Its principal findings were that New York enjoyed an increase in jobs during the 1960's, with service jobs more than replacing manufacturing jobs that were lost. At the same time, the loss of 2 million white middle- and upper-middle-class workers and the addition of 2 million blacks and Puerto Ricans resulted in a high welfare load and many school leavers who were poorly prepared for white-collar jobs. The study also found that the city had less discrimination in employment than most other cities, and estimated that by 1980 one of every two new entrants to the New York labor force would be black or Puerto Rican. About one-third of New York's black families had incomes that placed them in the middle class, a trend regarded as certain to continue.

Recommendations were made concerning municipal budgeting for human resources expenditures, the responsibility of business for training unskilled workers, the use of welfare monies to provide employment opportunities for selected recipients, and the operating of employment and training programs.

Eli Ginzberg et al
1973

Available from McGraw-Hill Book Co., New York, N.Y.

2-001Q DESEGREGATION AND CAREER GOALS: CHILDREN OF AIR FORCE FAMILIES

Descriptors: CAREER GOALS; ARMED FORCES, CHILDREN; UPGRADING; EDUCATIONAL ASPIRATIONS; MOTIVATION; DESEGREGATION; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS

This study sought to appraise the impact of military desegregation on the educational and career aspirations of black youth reared in a desegregated military environment and to make comparisons between these aspirations and those of their civilian youth counterparts.

Data were obtained from questionnaires distributed in 1970 to a sample of black and white noncommissioned officers and to their dependent sons and daughters aged 14 and over—a total of about 1,700. Blacks comprised about 40 percent of each generation. The questionnaires solicited information relating to

the respondents' circumstances, experiences, attitudes and aspirations. The data were analyzed and the findings were compared with similar information developed from the National Longitudinal Survey of the labor market experience of youth.

The project's findings are encouraging regarding the impact of a desegregated environment. Both black and white youth clearly preferred integrated schools, with most of the youths of both races planning to attend 4-year colleges. Military youth were more likely to aspire to white-collar occupations than their civilian peers. The children of black airmen had a higher rate of college enrollment than their civilian peers in comparable socioeconomic circumstances; and among black youth from military families, those who graduated from integrated high schools had a higher college enrollment rate than those with more segregated experiences.

The study pointed out that, regrettably, black youth who had lived in foreign countries felt they experienced more discrimination in the United States than they did abroad.

The project also found disparate promotional patterns between the black and white youths' fathers. Black airmen with educational attainment and length of experience similar to that of whites were promoted to higher NCO ranks less frequently and more slowly than white airmen. Moreover, the relatively low income of the families studied prohibited many parents from helping to finance their children's educational goals; indeed, many families—especially blacks— achieved financial stability by wives working and husbands moonlighting.

Alice Yohalem and Quentin B. Ridgeley
April 1974
Available from Praeger Publishers, New York, N.Y.

2-001R HIGH LEVEL MANPOWER AND TECHNOLOGICAL CHANGE IN THE STEEL INDUSTRY

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; EMPLOYER PLANNING; STEEL INDUSTRY; PROFESSIONALS; MANAGERIAL OCCUPATIONS

The objective of this study was to examine the role of managerial and professional labor in the development of new technologies in the steel industry. Information was gathered through interviews with top personnel in the industry, as well as with its suppliers and consultants.

It was concluded that strategic planning identified the managerial and professional cadre needed to realize the industry's long range objectives, and established general policies and procedures to meet these needs. Operational planning projected the firm's labor needs for 1 to 5 years at all skill levels, taking account of probable attrition and plans for expansion; worked out individual career development plans for current staff; and identified recruitment needs. A special type of operational planning was project-oriented, geared to meeting personnel needs at each phase of the project. This type of planning concerned key functions and their appropriate organizational structure, the number and qualifications of personnel, and the determination of appropriate training or work experience.

These findings led to the conclusion that personnel planning for major technical change, until it becomes part of the process of reaching and implementing an actual decision to undertake specific investments, must emphasize efforts to develop the ability to anticipate and respond to whatever opportunities or demands occur.

Dale L. Hiestand
June 1974
Available from Praeger Publishers, New York, N.Y.

2-001S WORK AND WELFARE IN NEW YORK CITY

Descriptors: WELFARE PROGRAMS; EMPLOYMENT PATTERNS; MIGRANTS; LABOR MARKET BEHAVIOR; WELFARE RECIPIENTS; POVERTY; LOW-WAGE INDUSTRIES; NEW YORK, NEW YORK

The objective of this study was to assess the extent and nature of interchange between employment and welfare, the impact of structural changes in the labor market and the welfare system, and the potential of recipients for employment and self-support.

A sample of 1,700 welfare cases in New York City's welfare programs was analyzed for data relating to their labor force experience and dependency history.

Findings indicated: (1) There was no single welfare population, but a number of subpopulations differentiated by demographic characteristics and employability. To assist them in making a more effective economic and social adjustment, public policy must be sensitive to the needs of each subgroup. (2) The overwhelming majority of the recipients were migrants who came to New York as adults and struggled for several years to achieve self-support. Most turned to welfare because of ill health or other nonjob-related problems and once they began to receive assistance, few were able to leave the rolls because they had found employment. (3) Intermittent reliance on public assistance between periods of employment was rare; less than 5 percent of the males and even fewer females fell into this pattern. (4) Age was the major determinant of work status of men, but not for that of women, for whom ethnicity was the crucial factor. A disproportionate share of men neither working nor looking for work were over the age of 45, and their nonparticipation was due to multiple causes, including discouragement and such problems as health impairment. (5) Attachment of the welfare population to the labor force was limited and peripheral. Over 68 percent of all recipients not currently employed had a total of less than 6 months' documented work experience during the 4 years preceding the survey. These were preponderantly women—about 80 percent of all nonworking women were in this category. (6) At the time of the survey, 58 percent of the men—but only about 15 percent of the women—were reported to be either working or looking for work. Blue-collar jobs in manufacturing and a variety of unskilled jobs provided the major source of employment for those who had worked. (7) Differences in prior industrial and occupational experiences and frequency of current employment suggested specific barriers to the absorption of migrants into the section of the local economy with adequate wage levels and employment security.

Miriam Ostow and Anna B. Dutka
1975

NTIS PB262164/AS
Also available from The Johns Hopkins University Press, Baltimore, Maryland, 21218, *Policy Studies in Employment and Welfare No. 21* (paperback)

2-001T THE HUMAN ECONOMY

Descriptors: HUMAN RESOURCES; LABOR SUPPLY; ECONOMICS; LABOR MARKET BEHAVIOR; TRAINING EFFECTIVENESS AND IMPACT; SERVICE DELIVERY SYSTEMS; HUMAN RESOURCE DEVELOPMENT POLICY; LABOR MARKET INFORMATION; LABOR DEMAND

This study treated the economy of a country in terms of its human resources, i.e., the skills and competencies of its people and explained how an expansion of skills determines the standard of living. Moreover, the rate at which skills expand is governed by that country's social values, political cohesiveness, economic organization, and human resource capabilities.

The study was divided into five sections. The first section focused upon a human resource approach to economic and societal goals. It contended that although men devote a great deal of time and energy to economic pursuits, only a framework that makes room for the values and objectives that underlie their behavior, a system of government that enables them to live together and pursue common goals, and an educational system that provides for skill acquisition, can encapsulate the many ramifications of men's behavior which transcend their pursuit of material good.

The second section stressed specific institutions that determine the development of labor—the family, the church, the schools, the military, and employing institutions. This section also explained class structure and the distribution of income.

The third section dealt with utilization of human resources and analyzed the factors that determine the level of employment and income-earning opportunities that a society provides for its members and the forces that control changes in these opportunities. This section also illuminated the extent to which employment and worker utilization, based in the first instance on the capabilities of the economy, is also influenced by the value structure, government, and development institutions.

The fourth section focused on the employment strategies pursued by employer organizations and their counterparts, the trade unions. This section analyzed how large organizations procure the trained workers needed to realize their goals, the objectives of middle management and workers who seek a career with a large organization, and conflicts that arise between the organizations' goals and the employees' goals, and how they are compromised.

The last section developed a conceptual foundation for human resource development policy. The broadening of options was presented as the guiding principle. This implies that both individuals and societies are in a better position when the range of their goals is extended beyond those previously available to them and, further, that enlarged horizons will enable both to make greater use of their potential. The broadening of options does not imply that people or nations will necessarily utilize their enlarged range of opportunities to achieve more satisfactory existences; it merely postulates that an enlargement in the range of their choices would lead to desirable outcomes.

Eli Ginzberg
May 1976
Available from McGraw-Hill Book Company, N.Y.,N.Y.

2-001U LABOR MARKETS: SEGMENTS AND SHELTERS

Descriptors: OCCUPATIONAL STRUCTURE; QUALITY OF EMPLOYMENT; JOB STABILITY; LABOR MOBILITY; EMPLOYER PRACTICES AND POLICIES; DUAL LABOR MARKETS; EARNINGS

This study provided an overview of the job structure of the entire American economy as of 1970 by arranging the jobs in a new occupational-industrial matrix and ranking them by average annual earnings.

The study indicated that about 36 percent of the 70 million civilian labor force in 1970 had good jobs characterized by stability, security of employment, and above-average earnings. These included all managerial positions, 62 percent of all sales jobs, 62 percent of all craftworker positions, 53 percent of all semiprofessional and technical jobs, and 46 percent of all professional positions. These jobs were sheltered from competition by such factors as credentials, licenses, unions, and civil regulations; and these sheltering mechanisms produced segmentation of the labor market. For example, licensing and accrediting bodies created geographical as well as occupational barriers to employment through local and State regulations. They controlled job entry and limited the performance of specified activities to workers meeting specified standards. Moreover, the expansion of licensing into nonprofessional fields has been fueled by a parallel fragmentation on training. In the allied health occupations, formal preemployment training was often a prerequisite for entry as well as for membership in accredited or licensed groups. As public policy encourages the spread of preemployment training in junior colleges and technical institutes, the result is likely to be increased occupational distinctiveness and more attempts at licensing.

Unions were the most important protective device among nonprofessional workers. They formalized and, in some cases, even created claims to jobs and, in doing so, served to insulate employed members against the adverse effects of inflation on the competition of the unemployed. Unions afforded more protection where their influence extended to a well-defined market, and sometimes they made possible a trade off between annual hours, work and wage rates; in the union sector of the construction industry, for example, high hourly rates for craft workers have the potential for overcoming the effects of seasonality on yearly income.

The remaining and less desirable jobs, which constituted a majority of all jobs (some 64 percent), were less stable, with many having various combination of hours and weeks worked. Some of these jobs could be characterized as casual labor, with most of them either intermittent or part time, and providing low annual earnings. This segment of the labor market was disproportionately populated by women, minority groups, and youth. A typical American family then included two wage earners—the husband in a sheltered position and the wife in a more competitive lower earning job.

The findings emphasized the need for continued effort to establish a national incomes policy. Specific recommendations concerned basic social welfare, seasonal employment, discriminatory practices, and the needs of women who wish to both work and rear a family.

LABOR MARKETS: SEGMENTS AND SHELTERS

Marcia K. Freedman, and Gretchen E. Maclachlan
August 1976
Available from Allanheld, Osmun and Company, Publishers, Inc., 19 Brunswick Road, Montclair, N.J. 07042.

2-001V SUBURBANIZATION AND THE CITY

Descriptors: METROPOLITAN AREAS; SUBURBAN LABOR MARKETS; INDUSTRIAL STRUCTURE; EARNINGS; LABOR FORCE; EMPLOYMENT OPPORTUNITIES

This study described and conceptualized employment expansion in areas contiguous to central cities and analyzed its labor market implications. Since World War II, large numbers of central-city populations have flowed to adjacent suburbs because of industrial shifts, particularly in manufacturing, headquarters activities, and residential services. This situation has created several long-range problems for both central city and suburbs in their process of growth and development.

The study used secondary data and interviews to examine patterns of suburbanization in 10 metropolitan areas of different types and sizes. Included in the source data was part of the Social Security Administration's Continuous Work History Sample for purposes of describing the flows into and out of the work force under varying conditions of growth, the industries to which young people move, the sex and age composition of the work force, and relative change in earnings. In addition, census data (both 1960 and 1970) were used to indicate certain social and economic characteristics of the cities and suburbs, relative wage levels, and the size of establishments in various industrial classifications.

The study indicated that the suburb depended upon the city for its well-being; for example, about 67 percent of the income of the suburbanites was generated directly and indirectly by earnings in the city. The suburbs were not close to economic self-sufficiency. On the other hand, the suburbs drained the city and produced an inherently unstable situation. The tax dollars of suburbanites with high-paying jobs in the city benefited their place of residence, while the city had to cover the cost of the needs of a large number of dependent people. The inequity of the social burdens between suburb and city, reinforced by tax burdens, has weakened the city to a point where its future economic viability is in question, in the authors' view.

In industrial composition of employment, adjacent suburbs tended to take on the city's coloration, but were still basically different. Suburbs had larger manufacturing sectors, larger consumer-service sectors, and more construction employment than cities, but smaller business-service sectors. In recent years, total employment has grown more slowly in cities than in suburbs, and in some instances, it has declined. Suburbs tended to have a larger percentage of small establishments in most industrial categories, a smaller proportion of medium-sized establishments, but a larger proportion of very large manufacturing establishments.

Business services and office activity generally supported the cities; virtually all job increases between 1960 and 1970 (90 percent on the average) were in white-collar employment, with virtually two-thirds of the growth accounted for by women. Suburban economies, largely because of industrial composition, employed fewer women than corresponding city economies. The suburban work force included a large number of young people under 25 and middle-aged women (a large secondary labor market that performs consumer-oriented activities). Except in manufacturing, salaries were lower and employment less stable in the suburbs than in the cities. Few entry level jobs in the suburbs were available to young blacks. Also, the tendency for firms to locate in industrial parks, shopping centers, and office parks in many cases prevented low-income city workers from gaining access to employment there.

The high level of interdependence between the city and suburb makes it essential to plan and act for economic growth on a metropolitanwide basis to the greatest possible extent, the authors concluded.
August 1976

NTIS PB266913/AS
Allanheld, Osmun and Co., 19 Brunswick Road, Montclair, N.J. 07042

2-001W BRIDGES TO WORK FOR YOUNG PEOPLE

Descriptors: YOUTH; VOCATIONAL GUIDANCE; SERVICE DELIVERY SYSTEMS; TRANSITION FROM SCHOOL TO WORK; EUROPE; JAPAN; CANADA

As the first volume in a series devoted to a comparative study of youth and work in the United States, Western Europe, Japan and Canada, *Bridges to Work* covered the services offered by the public authorities to young people making the transition from school to work. These services consist of educational and occupational information, educational and occupational guidance and counseling, job placement, introduction to work, and the follow-up of young workers.

The researcher examined each of these transition services separately as they are offered in developed countries. She discussed the rationale, organization, format, activities and problems in each service as well as the interconnections among them. National evaluation studies were reviewed, both for methodology and findings. An attempt was made to treat the transition services as a unified system with a limited but important domain in assisting young people to cross from one world to another.

Beatrice G. Reubens
1977
Available from Allanheld, Osmun & Co., Publishers, Inc., 19 Brunswick Road, Montclair, N.J. 07042

2-001X PRIDE AGAINST PREJUDICE: WORK IN THE LIVES OF OLDER BLACKS AND YOUNG PUERTO RICAN WORKERS

Descriptors: MINORITIES; URBAN PROBLEMS; OLDER WORKERS; PUERTO RICANS; BLACKS; INNER-CITY RESIDENTS; NEW YORK, NEW YORK

This research was based upon a series of open-ended interviews (approximately 100) with older black men and women and young Puerto Rican men and women.

The purpose was to illuminate a number of qualitative characteristics of the operation of labor markets and employment systems.

Of particular importance was the emphasis placed by both older blacks and young Puerto Ricans on discrimination, not as a matter of separate and random episodes, but rather as a cumulative process by which interrelated experiences form a structure. The cumulative effect of discrimination, as recounted by older blacks, was in the usual case to narrow options, truncate working life, expose individuals to occupational diseases and hazards, and produce patterns of work experience that seldom displayed any orderly career progression.

Young Puerto Ricans, on the other hand, were concerned about the problems of the future and their interrelationship with patterns of discrimination they had already experienced, in school and in early work experience. The attitudes and beliefs of young Puerto Rican men quite often contrasted vividly with those of young Puerto Rican women. In the case of young Puerto Rican men, the future insofar as it related to work experience often seemed very limited and problematic. Young Puerto Rican women, on the other hand, were apt to view a career as both attainable and also liberating in its effects. The opening up of white-collar employment to them was in vivid contrast to the work experience of their mothers.

Dean W. Morse
February 1977

NTIS PB266081/AS
Also available from Conservation of Human Resources Project, Columbia University, New York, N.Y. 10027.

2-001Y THE CORPORATION AND THE CITY (FORMERLY THE ADVANCED SERVICE METROPOLIS)

Descriptors: SERVICE INDUSTRIES; METROPOLITAN AREAS; EMPLOYMENT OPPORTUNITIES; LABOR MARKET AREAS; PROFESSIONALS

The changing character of corporations operating in a more intense business environment since World War II has necessitated a close relationship with support firms providing advanced services (financial, legal, and accounting). These service firms offer the skills, information, and strategies necessary to the successful functioning of the large *Fortune* corporations operating in the complex business environment of today, which do not possess the necessary skills and information to develop the needed strategies themselves. The first part of this study analyzes that relationship (described as symbiotic) as well as its economic impact.

The relationship of these corporations and their service support firms has been affected by the urban areas in which the corporations and firms have developed. The second part of the study analyzes the impact of changes in both the corporation and the advanced corporate services on the urban hierarchy within the United States. The emergence of the network linking headquarters and advanced services has been related both to the development of a national market structure, which has spurred the rise of urban-based corporate head offices, and to the enhanced role of advanced services in the business community.

These two major themes—corporate adaptation to major changes in the business environment through increasing ties to corporate services and the urban impacts of changes in corporations and corporate services—are closely interrelated. The study is divided into two interdependent parts.

As the corporation's world has become more complex, corporate managers have turned increasingly to a few large financial, legal, and accounting firms to meet the challenge of the more active role of Government in business affairs and to cope with their own needs to manage widespread, international operations. Such developments have led to further concentration of the most sophisticated advanced services in those cities that served as centers of sophisticated corporate services and corporate head offices.

As a result, only a few urban centers in the United States have been included in the new network of advanced services and corporate headquarters—a few centers of corporate decisionmaking have emerged, but many old ones have declined. Thus, the hierarchy of U.S. cities has become highly stratified, with only a few centers having concentrations of head offices and service institutions capable of providing corporate managers with the most sophisticated skills, expertise, and resources.

Robert Cohen
1978

NTIS PB284371/AS

2-001Z URBAN MANPOWER IMPLICATIONS OF GROWTH IN SERVICES (FORMERLY THE GROWTH OF SERVICE EMPLOYMENT)

Descriptors: SERVICE INDUSTRIES; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ECONOMIC ANALYSIS AND ECONOMETRICS

Though generally recognized, the dramatic increase in employment in the services has for the most part been uncritically examined and largely misunderstood. This was because of: (1) The failure to distinguish between services output and services employment, which has erroneously lead to the view that demand for services is increasing rapidly while the demand for goods is leveling off; (2) the failure to distinguish between major types of services—consumer, producer, and public sector—which has obstructed intelligent discussion of trends in service growth; and (3) the failure to view the growth of services in relation to the processes of urbanization, more particularly the failure to distinguish between those services that a

metropolis "exports" and those that it provides within its "local sector" for residents. This failure created a lack of understanding of the extent to which the economic vitality of cities rested on their ability to compete as service centers within a national and international system of metropolitan places.

This study was aimed at clarifying the issue and providing insight into the transformation taking place in urban employment in terms of who, what kind of wages/income, and what occupational trends are developing from it. Finally, what are the implications for the U.S. economy in which service employment continues to grow, but under conditions where there is some unfavorable differential between lesser productivity gains in the provision of services and greater productivity in the production of goods?

The study's approach was largely to reexamine materials relating to service sector structure and growth under four major headings: demand, productivity, urbanization, and employment, with primary focus on the employment and urban implications of the growth of services.

Four general conclusions flowed from the analysis: First, there were strong linkages between goods and services arising out of complementarities of demand. For instance, in production they arose both out of the growing complexity of the managerial task that created new requirements for outside expertise and the growing usefulness of producer services firms as they increased specialization and added new functions. Also to be considered was the possible substitution of goods for services where cost and price trends in services were unfavorable.

The second conclusion was that there were new factors arising from new managerial approaches to the organization of service firms and institutions, which promised significant gains in productivity in services. However, in spite of such gains, significant differentials continued to exist between productivity in goods and services taken as aggregates, and differentials in rates of productivity improvement will not soon be eliminated.

Where services were produced in the private sector, differentials in rates of improvement for the most part caused no great difficulty because buyers and sellers could adjust through combinations of substitution of cheaper for more expensive goods and services, modifying them or accepting higher costs and prices. In the public sector, however, the short term response can be insensitive to public demands.

Third, employment patterns of metropolitan areas showed occupation and skill mix differences that had varying implications for employment and urban development policy. Cities must provide new employment when goods production has shifted to other places and such jobs usually can be provided, in part, by increases in provision of local, residentially oriented services. "Export" services, however, usually only developed in metropolitan places of considerable growth and, in particular, those which had become established as specialized service centers. Central cities had dimmer prospects for attracting service industries but did have some factors in their favor on which aggressive new public sector policies may be based.

Finally, the service work force was not, on average, better paid or more highly skilled than the nonservice work force. The service work force was hierarchically structured in terms of earnings, with the low-paying jobs comprising a disproportionate share of the total, although there were some highly paid executives in these activities. In comparison to nonservice employment, it was characterized by a larger proportion of workers at the lower end of the earnings scale, by a higher proportion of women and minority workers, by higher percentages of part-time employment, and by fewer structural and institutional arrangements that enhanced job security.

Moreover, the evidence did not point to a generalized trend toward an upward redistribution of service jobs. Growth in services was strongly associated with increasing employment of women, and female earnings levels were to some extent being upgraded. But, in general, employment expansion was occurring at all levels of the occupational and income scale. Since service employment expansion appeared to be the major source of growth in jobs within the economy, the sex, occupational, and earnings characteristics of new jobs opening up in the services were of strategic importance.

Thomas M. Stanback
1978
ETA

2-001a CONTROLLING SOCIAL EXPENDITURES: THE SEARCH FOR OUTPUT MEASURES (FORMERLY LARGE CITY BUDGETING FOR HUMAN RESOURCE EXPENDITURES)

Descriptors: HUMAN RESOURCES; HUMAN RESOURCES DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; COST EFFECTIVENESS; SUPPORTIVE SERVICES; SERVICE DELIVERY SYSTEMS; NEW YORK, NEW YORK

This study examined how social programs can be better controlled through a system of output monitoring. It focused on human resources programs in education, health, mental health, child welfare, social services, and public assistance, using New York City as a laboratory. The report shows how the output of these programs can be gauged, as well as how measures of relative effectiveness can be derived for the employment and training programs operated by New York City. The study recommended that information analogues be created to simulate the operation of social programs and to permit the measurement of their output. It also called on the Federal Government as a major funder of social programs to insure that sufficient data are collected to permit the creation of such information analogues.

Alfred S. Eichner and Charles Brecher
1978

NTIS PB284353/AS
Also available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

2-001b STUDENT LOANS AND THE LABOR MARKET (FORMERLY MANPOWER IMPACTS OF A CREDIT ECONOMY)

Descriptors: EDUCATIONAL ASPIRATIONS; CREDENTIALING; DEBTOR/CREDITOR RELATIONSHIP; DISCRIMINATION; JOB CREATION; LABOR PRODUCTIVITY; COMMUTING

This study explored the connections between federally sponsored student loan programs (and other forms of student aid) and the labor market, with emphasis on the provision of equal educational opportunity and on the employment outcomes for different classes of beneficiaries.

Beginning in 1958, a complex array of programs has emerged, with each piece designed to serve previously neglected groups. While lower income groups have benefited in respect to increased access and choice, many of the student aid programs, and the loan programs in particular, have worked at cross purposes.

Aid packages are put together on the basis of individualized assessments of need out of resources available at the particular school or college. One result is that low-interest direct loans, targeted for low-income groups, go to many middle-income students, while higher interest guaranteed loans go to many low-income students for whom they were never intended.

Although much public discussion about student aid has been concerned with better targeting and reduction of defaults, as well as relief for middle-income families, the increasing riskiness of investments in education and training has been largely ignored. It was assumed that investments in education and training for the economically disadvantaged would pay off in better labor market opportunities and would help such individuals to prepare themselves for work, while representing an attack on inequality. Futhermore, it has seemed logical to ease the short term burdens of middle-income families through a subsidized loan program. However, the investments of both individuals and the government are no longer risk-free. Liberal arts, and even first professional, degrees do not guarantee lucrative jobs.

While participation in aid programs was extended to include 2-year colleges, technical institutions, and proprietary trade schools, this did not affect the level of demand for workers nor the quality of the supply produced by institutions. In addition, both students and institutions often lack information about the linkages between jobs and training and the hiring practices of employers in different industries.

The data tended to show that the growing default rate for loans was more closely tied to failure of the occupational structure to absorb the products of the postsecondary system

than it was willful disregard of debt obligations. The default problem has been particularly acute among students seeking occupational training as an entree into better-paying jobs. Insofar as these aspirations were frustrated by lack of demand, inappropriate training, or outright fraud on the part of selected schools, opportunities were wasted and the outcome was inability to repay an obligation that was unwisely undertaken in the first place.

Ivar E. Berg and Marcia K. Freedman
1978

NTIS PB284139/AS

2-001c COMPARATIVE METROPOLITAN EMPLOYMENT COMPLEXES (FORMERLY METROPOLITAN LABOR MARKETS: COMPARATIVE ANALYSES)

Descriptors: METROPOLITAN AREAS; LABOR MARKET BEHAVIOR; DUAL LABOR MARKETS; JOB STRUCTURE; UNION ATTITUDES; LABOR MARKET INFORMATION; INDUSTRY PRACTICES; NEW YORK, NEW YORK; ILLINOIS, CHICAGO; CALIFORNIA, LOS ANGELES; TEXAS, HOUSTON; GEORGIA, ATLANTA

This study of employment systems in and around New York City, Chicago, Los Angeles, Houston, and Atlanta developed a conceptual scheme for the analysis of employment processes and patterns in the context of very large metropolitan areas. The thesis was that fundamental factors influencing metropolitan employment complexes could be defined as structural, institutional, and growth and that they differ significantly among large metropolitan areas. The structural factors included the industrial and occupational structures (the mix of public, nonprofit, and private enterprises); the geographical structure (the location of employment and residential centers and the transportation system); and the demographic structure. The institutional factors included recruitment, placement, selection, training, and promotion styles of different employment systems; ethnic and racial attitudes and relationships; political styles; union and management practices; alternatives to employment; and attitudes toward work. Both structural and institutional factors were affected by growth patterns in local employment.

For instance, in comparing the five cities studied there were many distinctive elements characterizing their employment systems. New York has large numbers of people; a highly focused transportation system; high density of employment in Manhattan; high proportions of employment in apparel manufacturing, finance, commerce, white-collar occupations, and local government; and a high proportion of older Italian and Jewish Americans.

Chicago has a high proportion of blue-collar workers, heavy manufacturing, a high proportion of foreign born, and a large black work force; and its moderate size downtown is compact. Other employment centers are widespread, including relatively large manufacturing and ethnic enclaves.

The Los Angeles metropolitan employment complex has a high proportion of workers in aerospace and metal fabrication; professional and technical occupations; and entertainment, eating, and drinking places. Its employment centers are geographically scattered. Mexican Americans comprise its principal minority group, with blacks second.

The Houston employment complex is much smaller in population than the previous three, but not in area, with high proportions of workers in petrochemicals, construction, and blue-collar occupations. Its relatively young, heavily male work force contains a high proportion of blacks and a significant, smaller Mexican-American population.

The Atlanta metropolitan employment complex, with its regional offices, trade, trucking, and aerospace industries, and State government, contains high proportions of sales, managerial, and administrative workers, young workers, women, and blacks.

New York depends on high-level talent, often recruited nationally and internationally, and on locally recruited white-collar workers. Some large organizations have relatively formal personnel systems, but small organizations rely heavily on job-hopping. The many small, sometimes unstable garment firms offer limited advancement possibilities and considerable churning about of workers.

Chicago's heavy manufacturing firms tend to have well-defined employment systems, with recruitment along neighborhood and ethnic lines.

The Los Angeles research and production aerospace complex, which relies on highly technical skills, utilizes complex recruitment and promotion systems. Employment tends to be irregular, and hiring is based heavily on previous employment records.

Houston's petrochemical industry also has well-defined promotion and personnel systems, but construction employment is in constant flux.

Atlanta's aerospace sector has well-organized and defined employment systems, but its transportation and trade sectors rely on movement within corporate employment systems and on a wide variety of personal and informal contacts.

New York's large public and nonprofit sector depends heavily on formal credentials and recruitment and promotion systems. Los Angeles' civil service system is much less rigid, while Chicago's public employment is frankly political. Atlanta features informal bargaining along racial-political lines with respect to both public and private employment. Houston's relatively conservative political structure places control in the hands of its political and public managers.

New York's employment is influenced by strong ethnic and racial distinctions; Chicago's is blue-collar oriented and politically controlled. Los Angeles' discriminatory barriers to employment seem least significant of the five cities studied, while political bargaining overcomes some aspects of disadvantage in Atlanta. Houston's conservative political and industrial relations structure limits blacks, but its Mexican-American population tends to be middle-class.

Growth patterns in the different metropolitan employment complexes also produce differential results. For instance, New York's slow growth led to decreased employment of white men and increased employment of women, blacks, and Hispanics. On the other hand, Houston's rapid growth meant rapid increases in employment and immigration of workers at every age level, particularly white men. Houston presents unusual opportunities for upward mobility within organizations or by job-hopping. White men obtain the better jobs in each city's distinctive employment systems. Employment patterns of women and teenagers differ little among cities. Blacks and Hispanics gain access to some preferred employment systems, but patterns vary from city to city.

The common and the distinctive aspects of these five complexes provided the basis for a conceptual reformulation of the nature of such large metropolitan employment complexes and for suggestions with respect to metropolitan economic development, employment and training policies and programs, educational policies, guidance services, public employment programs, welfare reform, and research needs.

Dale L. Hiestand and Dean W. Morse
1978

NTIS PB290222/AS
Also available in book form: Comparative Metropolitan Employment Complexes: New York, Chicago, Los Angeles, Houston, Atlanta, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

2-001d CAREERS OF PROFESSIONAL WOMEN (FORMERLY SUCCESSFUL CAREER WOMEN)

Descriptors: WOMEN; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; EQUAL EMPLOYMENT OPPORTUNITY ACT (1972); ADVANTAGED WORKERS; CAREER GOALS; HIGH-LEVEL JOBS

This is a followup study of the careers of 226 academically talented middle-aged women who attended graduate or professional school at Columbia University between 1945 and 1951 and who were the subjects of research in the early 1960's (*Life Styles of Educated Women*). It used questionnaire data collected in 1963 and 1974 to investigate both changes in labor force participation and occupational status between those dates and lifetime work experience of the women in order to determine the factors that influenced the utilization of their skills.

Most of the analysis centered upon the determinants of labor force participation and career achievement, with special attention to such intragroup differences as highest academic degree, graduate field, marital status, family size, and occupational sex ratios. Cross-tabulations were used exclusively to clarify relationships or explore difficulties.

The principal findings were:

1. The long-term career commitment of these women was variable in intensity but was rarely extinguished. Only a handful of them remained preoccupied with nonmarket careers during most of their adult lives. Most of those who withdrew from the labor force to fulfill family responsibilities had reentered by 1974, at which date they were employed full time in their former field of work or in a new career.
2. There was a disproportionately high segment of never married women who were principally continuous workers. Married women's lifetime work participation was related primarily to size of family. Childless women and mothers of one child demonstrated the strongest career attachment; the birth of each successive child shortened a mother's worklife. Broken marriages acted to propel women into the labor force and to spur career progress.
3. Husbands' attitudes, alone, rarely inhibited wives' employment.
4. The labor force participation of women with doctorates or first professional degrees was more steadfast than that of respondents with master's degrees, regardless of marital status and/or family composition.
5. Part-time employment was often utilized as a means of maintaining holds upon careers while simultaneously attending to home-based duties.
6. The level of 1974 career achievement was judged to be quite high in terms of rank, rewards, responsibilities, and productivity.
7. Sex composition of occupations was strongly correlated with achievement: women in predominantly male fields were more likely to have reached high levels of achievement than those in fields with larger ratios of female employment.
8. The majority of the respondents, regardless of employment continuity, felt that they had been subject to sex discrimination in employment at some time during their careers, although some women's job status had been improved by recent efforts to insure equal treatment of the sexes.
9. Only a minority of mothers regretted the way they had allocated their time between careers and family. Of those with reservations, most lamented insufficient time spent on the development of their careers.
10. Volunteer work during absences from the labor force was given credit for maintaining marketability and thus enhancing reentry job prospects.

Alice Yohalem
1978

NTIS PB284493/AS
Also available in book form: The Careers of the Professional Women: Commitment and Conflict, Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

2-001e MANAGERS AND WORK REFORM (FORMERLY WORK AND VALUES)

Descriptors: LABOR FORCE BEHAVIOR; INDUSTRIAL RELATIONS; WORK ATTITUDES; INDUSTRY PRACTICES; ARBITRATION; WORK ETHIC; EDUCATIONAL EFFECT ON CAREER PATTERNS; WORK ROLES

This study examined evidence, mainly from secondary data analyses, on prospects for reform in the workplace based on principles of increased worker participation, work enlargement, work enrichment, and other attempts to improve the quality of working life. Major conclusions were that macroeconomic factors that contribute to worker satisfaction are largely outside the control of managers. Those micro factors that might be improved, such as supervision and the provision of necessary resources, are often neglected. Little evidence exists to show connections between worker satisfaction and productivity, absenteeism or propensity to strike. Mechanisms for handling grievances and established collective-bargaining procedures are threatened when experiments are undertaken. For this and other reasons, many work reforms are shortlived. The study contains a review of the connections between human relations experiments of earlier periods and more recent systems approaches.

Marcia K. Freedman, Ivar E. Berg and Michael Freeman
1978

NTIS PB286630/AS
Also available in book form: Managers and Work Reform: A Limited Engagement, The Free Press, New York, N.Y.

2-001f COLLECTIVE BARGAINING AND MANPOWER UTILIZATION IN BIG CITY GOVERNMENTS

Descriptors: WAGES; WORKING CONDITIONS; UNIONS; FRINGE BENEFITS; STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; GOVERNMENT WORK; NEW YORK, NEW YORK; CALIFORNIA, LOS ANGELES; ILLINOIS, CHICAGO

The study examined the impacts of public employee unionism on the management of local governments in New York City, Los Angeles, and Chicago. The municipal governments in each of these cities, and the county government in Los Angeles, comprise the four public jurisdictions in which the impact analysis was undertaken. The economies, political structures, and labor relations systems of the governments differ in several fundamental respects and provide initial evidence in support of "the diversity thesis" of public sector labor relations. The thesis was further tested through longitudinal analysis of public employee union impacts on wages and nonwage issues.

The study uncovered evidence showing the wage impacts (exclusive of fringe benefits) of government unions to be, on balance, relatively modest in New York City, Los Angeles, and Chicago during the third quarter of the 20th century. They ranged between $85 a year for engineers employed in Los Angeles to about $560 annually for firefighters in New York City. These impacts were on the order of .5 to 8.5 percent, or roughly in the range of impacts reported for other public employee groups. However, the lack of systematic fringe benefit data in this (and other) research prompted a special analysis of compensation for New York City firefighters. That effort showed fringes to account for about half or more of total compensation, although no firm evidence of the union impact in this area was uncovered.

The study also focused on District Council No. 37 of the American Federation of State, County, and Municipal Employees (AFSCME) in New York City. This analysis showed that unions occupied a significant managerial role in supervising employees, assigning and evaluating their work, maintaining facilities and equipment, and administering the workplace. This impact varied by agency, service, and employee groups and was made evident largely outside of the formal labor relations system and collective-bargaining agreement. Other employee unions—in New York, Los Angeles, Chicago, and elsewhere—may occupy a similar managerial role, though that must be determined empirically.

In the policy area, the study recommended that supervisory and managerial employees of government be excluded from unionism and bargaining rights and that selection and reward systems pertinent to them be modified in several respects. The research also suggested that public employees be granted a modified right to strike, that less reliance be placed on the compulsory arbitration of interest disputes, and that union security provisions could help to stabilize public sector labor relations. However, the pressured centralization of public management's bargaining authority through establishment of a formal labor relations function staffed by professionals will not overcome the diffusion of managerial authority that is so common to American governments, including those examined here. Public sector labor relations seem destined to maintain this multilateral bargaining characteristic. Nevertheless, a more stringent economic environment seems to be pushing public sector management toward a more active posture that may permit them greater rather than lesser control of public sector bargaining, labor relations, utilization, and, ultimately, of government services. Thus, the study emphasized the importance of understanding labor relations as an important part of the larger process of managing the public sector of the United States.

David Lewin, Raymond Horton and James W. Kuhn
1978
Available from Allanheld, Osmun & Co., 19 Brunswick Road, Montclair, N.J. 07042

2-001g THE IMPACT OF LARGE PUBLIC PROGRAMS ON EMPLOYMENT, TRAINING, AND PERSONNEL UTILIZATION

Charles Brecher

Descriptors: GOVERNMENT PROGRAM IMPACT; LABOR SUPPLY PROJECTIONS; HEALTH OCCUPATIONS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; STATE AND LOCAL GOVERNMENTS; NEW YORK, NEW YORK

This study deals with the impact of Federal health care programs, principally Medicare and Medicaid, on the health care industry in New York City. It considers effects on employment levels and other aspects of the industry's personnel practices, including compensation levels, sources of labor supply, internal labor market structures, and opportunities for women and minorities.

The sex and ethnic composition of the health industry work force before (1965) and after Medicaid (1970 and 1975) is being analyzed from data obtained from the Social Security Administration's Continuous Work History Sample. An analysis of the earnings distribution over the same time periods is also underway using both annual earnings from the Social Security Administration data and wage rates reported by the Bureau of Labor Statistics.

Preliminary analysis of wage data suggests that rates of increase for health industry workers were significant even before enactment of the public programs. Historical analysis will determine the relative influence of unionization, which predates Medicare and Medicaid in New York City, and the way in which the combination of unionization and more generous Federal funding affected wages and other employment practices in the industry.

2-001h MANAGEMENT EFFECTIVENESS AND MANPOWER UTILIZATION IN LOCAL GOVERNMENT

David Lewin

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR; EMPLOYER PRACTICES AND POLICIES; MANAGEMENT EFFECTIVENESS; STATE AND LOCAL GOVERNMENTS; WORKER UTILIZATION

This study is intended to develop measures of management effectiveness and relate these measures to specific worker utilization practices in local government. The methodological approach is to develop measures for a small sample of local governments using primary data and interviews at these localities.

Interviews with officials involved in management and labor relations and appropriate documentation—collective-bargaining agreements or memorandums of understanding—have been obtained and partly analyzed for several locations. These include New York City and other local governments, Hudson County, Bergen County and the cities of Boston, and Philadelphia.

A review is also being made of the measures of managerial effectiveness used in the analysis of New York City to determine their appropriateness for the other localities. Data have been collected for a wider range of services than were collected for New York City in order to identify possible new measures as well as to replicate and refine the New York City analysis.

2-001i MANPOWER CONFLICTS ARISING FROM MASS LAYOFF ENTITLEMENTS (FORMERLY MANPOWER CONFLICTS AND RESOLUTIONS)

James Kuhn

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; ECONOMIC WELFARE; COLLECTIVE BARGAINING; AFFIRMATIVE ACTION PLANS; WORK ENVIRONMENT; JOB RESTRUCTURING; JOB LOCATION; JOB SATISFACTION

This study is intended to explore the value conflicts that arise in the application of various policies affecting the allocation of opportunities and services and the incentives of our mixed-market economy and the ways in which these conflicts are resolved. Initial design called for case studies in four separate areas, but this approach has been revised to favor more detailed exploration of one area—the experience before, during, and after layoffs of conflicts between claims based on affirmative action entitlements and claims based on entitlements guaranteed in collectively bargained employment contracts. Detailed case materials relating to these issues will be analyzed.

2-001j PREPARATION FOR WORK: A CROSS-COUNTRY ANALYSIS

Beatrice Reubens

Descriptors: CAREER GOALS; JOB PLACEMENT; ATTITUDES; BASIC EDUCATION; APPRENTICESHIP; OCCUPATIONAL TRAINING; EUROPE; JAPAN; CANADA; AUSTRALIA

The study examines the extent to which education and apprenticeship in the United States, Western Europe, Japan, and Canada are instrumental in preparation for work. Preliminary findings are:

(a) Apprenticeship is currently in great favor in many countries such as West Germany, Austria, Switzerland, Great Britain, and Australia, where it is the predominant outlet for youth with no plans for college or postsecondary school training. Its advantages are smoothing the transition from school to work and lowering the cost to the public for continuing the part-time education of youth until they become 18. Despite the benefits of apprenticeship, technological and business factors are tending to decrease the willingness of employers in the more advanced industrial and commercial sectors to maintain the numbers of openings held for apprentices in the past.

(b) Despite changing youth attitudes toward work in every country, young people (usually the majority) seek to integrate themselves into the existing work patterns. The more evidence of prospects of remunerative activity (apprenticeship or jobs), the less rebellious young people seem to be. Among all the countries studied, the United States has had the least satisfactory youth labor market—a combination of high and persistent youth unemployment with a relative lack of interest in recruiting youth on the part of employers and a paucity of formal training programs such as apprenticeships.

(c) In virtually every researched country, there is a demand for reading and math skills. Some employers complain that many young people have inadequate literacy and arithmetic skills to perform job tasks or to undertake training. The complaint is frequently put in terms of a decline in standards in the schools over the years, a subject on which there is little hard evidence. In the English-speaking countries—where complaints are most numerous and come from parents, the public, and higher educational institutions—studies and proposals are at a more advanced stage than in other countries.

2-001k TRAINING INFORMATION FOR POLICY GUIDANCE

Marcia Freidman and Anna Dutka

Descriptors: OCCUPATIONAL TRAINING; OCCUPATIONAL MOBILITY; ON-THE-JOB TRAINING (OJT); STATE AND LOCAL AREA EMPLOYMENT; TRAINING INSTITUTES; CETA SERVICES AND PLANNING

The purpose of this study is to develop a methodology to help CETA prime sponsors better plan their training activities. It would be accomplished by developing a set of occupational categories that combines information about (a) the type of skills required and length of time needed to acquire them, and (b) the training routes for each of these categories.

The study is being conducted in two stages. First, the occupational categories are being defined using national data sources including the *Dictionary of Occupational Titles* and the Bureau of the Census. Second, the methodology is being applied systematically to local data for New York City; similar experimentation is underway in Philadelphia.

Work on the first stage has been completed and a final report is being prepared. The application to New York City is nearing completion, and the New York City materials will be combined with the national framework to provide a document that is expected to be a useful guide for many local CETA planners.

2-0011 THE YOUTH LABOR SUPPLY: COMPARATIVE STUDIES

Beatrice Reubens

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; LABOR SUPPLY; UNEMPLOYMENT; MALE/FEMALE; WORK-STUDY PROGRAMS; CAREER GOALS; JOB PLACEMENT; ATTITUDES; BASIC EDUCATION; APPRENTICESHIP; OCCUPATIONAL TRAINING; EUROPE; CANADA; JAPAN

This international comparative study explored trends and developments in the supply of youth labor. Data for the United States, Canada, Western Europe, and Japan were collected and adjusted to permit valid comparisons.

The data were used for detailed analysis of all important aspects of youth employment and unemployment since the 1960's. The researcher considered enrollments in educational institutions as they influence labor force participation rates, as well as the propensity to mix school and work in various countries, and weighed the effects of emigration and immigration. The youth shares of population and labor force were contrasted among countries, and trends were projected. Differences between sexes within and among countries, as well as other significant aspects of the overall data, were explored.

2-002 LABOR MARKETS, INFLATION, AND MANPOWER POLICY

THE URBAN INSTITUTE
WASHINGTON, D.C.

Charles C. Holt, Ralph E. Smith, Richard S. Toikka, William J. Scanlon, and Jean E. Vanski

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Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT POLICY; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; LABOR MARKET INFORMATION

The objective of this project was to gain further insights into the functioning of labor markets, their role in the inflation process, and the implications for employment and training programs and policies. The emphasis was on job search and labor turnover dynamics of segmented markets which preliminary analyses showed to be of critical importance.

Within a systems framework, individual empirical and theoretical studies were based on a research design which proceeded to increasingly complete realistic models.

A demographic model of the U.S. labor market was estimated and simulated. It predicts the impact of demand fluctuations on the unemployment rates, labor participation rates, and monthly probabilities of becoming unemployed, finding a job, and entering and leaving the labor force for each of 16 age-race-sex groups.

Each transition probability was estimated as a function of aggregate job openings, unemployment, seasonal factors, and a time trend, using regression analysis. The simulation is driven by the total demand for labor (employment plus unfilled job openings) and by disaggregated population. The model has been used to explore the reactions of each group to a simulated increase or decrease in aggregate demand. It provides answers to such questions as: How many of the new jobs would have been filled? How many would have gone to teens, women, and minorities? What impact would the demand stimulus or contraction have on each group's unemployment and labor participation rates?

An analysis of the cyclical variation in labor force entry and exit patterns found that the primary determinant of the net cyclical fluctuations of the labor force is the strong likelihood of leaving the labor force when unemployed. The level of economic activity affects the probabilities of entering and leaving the labor force, which, in turn, determines labor force size.

The final report presented an overview of the work done and conclusions reached and provided copies of a number of the more important papers prepared under this project, as well as appendixes giving technical background on the model and a complete listing of the 73 working papers written in the course of the project. It is the last of the reports listed below.

Papers included in the volume are: (1) Seven exploratory studies—"The Relation Between Vacancies and Unemployment," "The Persistence of the Discouraged Worker Effect," "Demand for Labor in a Dynamic Theory of the Firm," "CPS Gross Change Data: Reliability and Potential for Estimation of Markov Probability Models," "Manpower Programs and Unemployment Statistics," "The Economics of Information: Labor Market Aspects," and "The Quality of Work and Employment-Related Decisions"; (2) three studies on modeling the labor market—"Modeling a Segmented Labor Market," "The Discouraged Worker in a Full Employment Economy," and "A Simulation Model of the Demographic Composition of Employment, Unemployment, and Labor Force Participation: Status Report"; and (3) five policy studies—"Manpower Policies to Reduce Inflation and Unemployment," "Trade Adjustments and the Labor Market," "Labor Market Improvement and Economic Tradeoffs," "The Potential Impact of the Employment Service on the Economy," and "Recession and the Employment of Demographic Groups."

The report concluded that it was feasible, with available data, to estimate and validate a model of the national labor market that reflected its flow dynamics on a monthly basis for different groups of workers.

The model developed could be used to simulate the impacts of alternative programs and policies designed to influence unemployment, labor market participation, and, to some degree, inflation.

MANPOWER POLICIES TO REDUCE INFLATION AND UNEMPLOYMENT

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1973
Available as Urban Institute Reprint 139-350-39.

IMPROVING THE LABOR MARKET TRADE-OFF BETWEEN INFLATION AND UNEMPLOYMENT

1969

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC ANALYSIS AND ECONOMETRICS
The American Economic Review, May 1969, pp. 135-146 (Urban Institute Reprint 11-350-3).

BLACK MANAGERS IN WHITE CORPORATIONS

John P. Fernandez
1973

Report Descriptors: BLACK/WHITE; CORPORATIONS; SUPERVISION; OCCUPATIONAL MOBILITY; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS

NTIS PB231512/AS

HOW CAN THE PHILLIPS CURVE BE MOVED TO REDUCE BOTH INFLATION AND UNEMPLOYMENT? AND JOB SEARCH, PHILLIPS' WAGE RELATIONS, AND UNION INFLUENCE: THEORY AND EVIDENCE

1970

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC ANALYSIS AND ECONOMETRICS
The Microeconomic Foundation of Employment and Inflation Theory, Edmund S. Phelps, ed., W. W. Norton & Company, Inc., New York, 1970.

FOREGONE EARNINGS DURING MANPOWER TRAINING

Ralph E. Smith
1970
Urban Institute Paper, 350-11, 1970

AN ECONOMIC EVALUATION OF URBAN DEVELOPMENT

C. Duncan MacRae
1970
Explorations in Urban Land Economics John C. Lincoln Institute, 1970, pp. 27-50 (Urban Institute Reprint 27-350-14)

EDUCATION AND LABOR FORCE PARTICIPATION OF THE POOR

Stuart O. Schweitzer
1970
(Urban Institute Paper, 350-15, 1970)

THE UNEMPLOYMENT-INFLATION DILEMMA: A MANPOWER SOLUTION

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1971
Urban Institute Monograph, 38-350-27, 1971.

MANPOWER PROGRAMS TO REDUCE INFLATION AND UNEMPLOYMENT: MANPOWER LYRICS FOR MACRO MUSIC

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1971
Urban Institute Paper, 350-28, 1971

JOB SEARCH, LABOR TURNOVER, AND THE PHILLIPS CURVE: AN INTERNATIONAL COMPARISON

1971
American Statistical Association, 1970, proceedings of the Business and Economics Section, pp. 560-564 (84-350-24, 1971).

A JOB SEARCH-TURNOVER ANALYSIS OF THE BLACK-WHITE UNEMPLOYMENT RATIO

Ralph E. Smith and Charles C. Holt
1971
Proceedings of the Twenty-Third Annual Winter Meeting, pp. 76-86 (69-350-26, 1971)

THE DISCOURAGED WORKER IN A FULL EMPLOYMENT ECONOMY

Ralph E. Smith
1974

Report Descriptors: INCENTIVES; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Available in *Proceedings of the American Statistical Association, Business and Economics Section,* 1974.

PLANNING, ALLOCATION AND CONTROL IN A DECENTRALIZED, COMPREHENSIVE MANPOWER PROGRAM

Harvey A. Garn, Ralph E. Smith, Richard F. Wertheimer, III
1971

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC ANALYSIS AND ECONOMETRICS
Urban Institute Paper, 113-40, June 1971.

ECONOMIC SUBSIDIES IN THE URBAN GHETTO

Robert W. Crandall and C. Duncan MacRae
1971
Social Science Quarterly, December 1971, pp. 492-507.

TRANSITION PROBABILITY ESTIMATION FOR THE MULTINOMIAL LOGIT: AN APPLICATION TO THE LABOR MARKET

William J. Scanlon
August 1973

Report Descriptors: LABOR MARKET INFORMATION
Available in Urban Institute Working Paper 350-64.

THE OPPORTUNITY COST OF PARTICIPATING IN A TRAINING PROGRAM

Ralph E. Smith
1971

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC ANALYSIS AND ECONOMETRICS
Journal of Human Resources, Fall 1971, pp. 510-519 (Urban Institute Reprint 79-350-22).

HELP WANTED ADVERTISING, AGGREGATE UNEMPLOYMENT, AND STRUCTURAL CHANGE

C. Duncan MacRae and Stuart O. Schweitzer
1971
Proceedings of the Twenty-Third Annual Winter Meeting, pp. 87-96 (Urban Institute Reprint350-23, 1971)

A MANPOWER APPROACH TO THE UNEMPLOYMENT-INFLATION DILEMMA

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1971
Monthly Labor Review, May 1971, pp. 51-54 (Urban Insititute Reprint 70-350-25, 1971)

MANPOWER PROPOSALS FOR PHASE III

Charles C. Holt, C. Duncan MacRae, Stuart O. Schweitzer, and Ralph E. Smith
1971
Brookings Papers on Economic Activity, 3:1971, pp. 703-734 (Urban Institute Reprint 96-350-46).

THE DYNAMIC EFFECT OF UNEMPLOYMENT ON LABOR FORCE PARTICIPATION

Stuart O. Schweitzer and Ralph E. Smith
1972
Proceedings of the American Statistical Association Business and Economic Section, 1972 (Urban Institute Reprint 350-48)

A GROSS CHANGE ANALYSIS OF THE DEMOGRAPHIC COMPOSITION OF EMPLOYMENT AND UNEMPLOYMENT

C. Duncan MacRae and Ralph E. Smith
1973
Urban Institute Working Paper 350-38, May 1973

MANPOWER PROGRAMS AND UNEMPLOYMENT STATISTICS

Ralph E. Smith
April 1973

Report Descriptors: IMPACT OF EMPLOYMENT AND TRAINING POLICIES; UNEMPLOYMENT INSURANCE
Available in *Monthly Labor Review,* vol. 96, No. 4, April 1973.

THE RELATION BETWEEN VACANCIES AND UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; UNEMPLOYMENT; LABOR MARKET BEHAVIOR
Available as Urban Institute Working Paper 350-42.

DYNAMIC DETERMINANTS OF LABOR FORCE PARTICIPATION: SOME EVIDENCE FROM GROSS CHANGE DATA

Ralph E. Smith
May 1973

Report Descriptors: LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; LEISURE

WAGE INFLATION AND THE DISPERSION OF UNEMPLOYMENT

C. Duncan MacRae and Stuart O. Schweitzer
May 1973

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; WAGES
Available as Urban Institute Working Paper 350-50.

THE POTENTIAL IMPACT OF THE EMPLOYMENT SERVICE ON THE ECONOMY

Charles C. Holt
June 1973

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; UNEMPLOYMENT/INFLATION TRADEOFF

MODELING A SEGMENTED LABOR MARKET

Charles C. Holt
December 1973

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
Available in Conference Volume on Equal Employment Opportunity, Phyllis Wallace, ed., M.I.T. Press, 1974.

LABOR MARKET IMPROVEMENT AND ECONOMIC TRADE-OFFS

Charles C. Holt
1974

Report Descriptors: LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADEOFF
Also available in *Recurrent Education*, Selma J. Mushkin, ed., 1974.

THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT

Stuart O. Schweitzer and Ralph E. Smith
January 1974

Report Descriptors: LABOR FORCE PARTICIPATION; UNEMPLOYMENT; INCENTIVES; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION
Available in *Industrial and Labor Relations Review*, vol. 27, No. 2, January 1974, pp. 249-260; Urban Institute Reprint 165-350-55.

THE ECONOMICS OF INFORMATION: LABOR MARKET ASPECTS

Richard S. Toikka
March 1974

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR
Available in *The Swedish Journal of Economics*, vol. 76, No. 1, March 1974, pp. 62-72.

THE DEMOGRAPHIC COMPOSITION OF EMPLOYMENT, UNEMPLOYMENT, AND LABOR FORCE PARTICIPATION: A STATUS REPORT

Ralph E. Smith
June 1974

Report Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; UNEMPLOYMENT; WORKER TRAITS; LABOR MARKET BEHAVIOR
Available in Urban Institute Working Paper 350-65.

LABOR MARKETS, INFLATION AND MANPOWER POLICIES

Charles C. Holt, Ralph E. Smith, Richard S. Toikka, William J. Scanlon, and Jean E. Vanski
May 1975

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT POLICY; LABOR FORCE PARTICIPATION; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; LABOR MARKET INFORMATION

EARLY UNEMPLOYMENT AND THE PERSISTENCE OF THE DISCOURAGED WORKER EFFECT

Stuart O. Schweitzer and Ralph E. Smith
1972

Report Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; ECONOMIC ANALYSIS AND ECONOMETRICS
Urban Institute Working Paper 350-55, September 1972.

2-003 LABOR MARKET ANALYSIS: A REVIEW AND ANALYSIS OF MANPOWER RESEARCH AND DEVELOPMENT

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Trevor Bain

Grant 21-36-74-19
Project completed fiscal year 1976

Descriptors: STATE-OF-THE-ART PAPERS; LABOR MARKET INFORMATION; HIRING PRACTICES; LABOR FORCE; JOB SEARCH; JOB PLACEMENT; LABOR MOBILITY

The project's purpose was to review, synthesize, and analyze the findings of completed and ongoing research and development work sponsored by the Employment and Training Administration and related literature that had explored the operation of the labor market with respect to job search, selection, placement, labor market information, geographic and occupational mobility, wages, and special labor markets.

The report is addressed to those in the employment and training field—program planners, practioners, researchers, and policymakers—currently engaged in work requiring knowledge of how the labor market functions.

June 1975

NTIS PB256855/AS

2B. MEASURES OF LABOR DEMAND AND SUPPLY

2B 1. ANALYTICAL CONCEPTS AND METHODOLOGY

2-004 POPULATION, LABOR FORCE, AND LONG SWINGS IN ECONOMIC GROWTH: THE AMERICAN EXPERIENCE

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Richard A. Easterlin

Contract MDTA 20-63
Project completed fiscal year 1966

Descriptors: LABOR SUPPLY PROJECTIONS; BUSINESS CYCLE; POPULATION; METHODOLOGY; HOUSEHOLDS

The purpose of this project was to review the "state of knowledge" of projections of the American labor force. It covered three areas: (1) A description and appraisal of the "long swings" in labor force growth since 1870; (2) an analysis of the impact of developments shaping labor force growth from 1940 to 1960, with a view to determining which age-sex groups were particularly affected by population and occupational changes; and (3) a consideration of the implications of labor force growth from 1960 to 1975 for various age-sex groups.

From at least the first half of the 19th century, long swings (15-25 years) appeared to have occurred in the growth of the U. S. population, labor force, and households. The rationale of the demographic swings seemed to be linked to cycles in economic conditions. At the same time, demographic events had important feedback effects on economic conditions through variations in the rate of household formation. It was concluded, however, that any upswing in aggregate demand over the next decade would occur under labor supply conditions different from past cycles. The prospective configurations seemed less certain of producing the roughly synchronous movement of population, labor force, households, and multiplier effects that characterized prior swings.

The study concluded with a consideration of the roles of fertility and labor force participation rates in long-range labor force and economic trends.
1966
Available in National Bureau of Economic Research, Columbia University Press, New York, 1966; "Economic-Demographic Interactions and Long Swings in Economic Growth," *The American Economic Review*, December 1966, (selective summary)

2-005 THE JOB CONTENT OF THE U.S. ECONOMY, 1940-1970

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James G. Scoville

Contract MDTA 29-64
Project completed fiscal year 1967

Descriptors: OCCUPATIONAL PROJECTIONS; OCCUPATIONAL STRUCTURE; WORKER TRAITS; JOB ANALYSIS; METHODOLOGY

This study was designed to develop improved concepts, measures, and procedures for analyzing the distribution of occupations within the Nation's employed labor force. On the assumption that more accurate groupings of occupations at various levels of skill and responsibility are needed to provide better estimates of changing job requirements, the project attempted to develop such groupings through experimentation with past employment and training data. The ranking of occupations was checked using tests such as job evaluation, relative wage levels, mobility patterns, and education and training levels. The various occupational categories developed were then used to project employment levels for 1970.

For the united states as a whole, the study showed wide differences in job content by region, industry, and sex.

The employment projections to 1970 suggested that postwar changes in job families and job content would continue. The projections implied a move toward somewhat higher levels of education and training requirements and greater importance of more formal training procedures. Therefore, the author observed, training requirements might not be best defined simply with respect to the entry job, but rather to the type of skills, abilities, and training characteristics of the overall family of jobs. Indeed, entry requirements generally reflected the content of jobs at higher levels.

To evaluate patterns of change and to facilitate projection, basic job data should be collected more frequently than at the present 10-year intervals, he recommended. To eliminate much of the need for broad occupational definitions and to obtain more informed responses, these data might be collected on an establishment or firm basis rather than from households as at present.

The major bar to the development of an effective measure of job content, the author concluded, was the broadness of census occupational data and the lack of numerical information on the relevant criteria for job evaluation. The problem could only be resolved by a more detailed classification, in which the basic unit is the job, and not the vague, technically imprecise concept of an occupation, and where job characteristics are measured less in terms of aptitudes and temperaments and more in conformity with the customary concepts of job evaluation.
1969
Available from McGraw-Hill Book Co., New York, N.Y., (1969)

2-006 MEASUREMENT AND INTERPRETATION OF JOB VACANCIES—A CONFERENCE REPORT OF THE NATIONAL BUREAU OF ECONOMIC RESEARCH

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Geoffrey H. Moore

Contract MDTA 31-64
Project completed fiscal year 1966

Descriptors: LABOR DEMAND; JOB VACANCIES; CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; METHODOLOGY

The National Bureau of Economic Research conducted a conference in April 1965 designed to stimulate research on job vacancies and on the problems of regularly compiling job vacancy statistics. The agenda included papers and/or discussion in the following areas: (1) Needs for and uses of data for measuring the current demand for labor; (2) conceptual problems of job vacancy measurement; (3) various approaches to measuring the current demand for labor; (4) empirical studies of job vacancies in the United States; and (5) empirical studies of job vacancies in other countries.

Further research stimulated by the conference was an important influence in a 1968 amendment to the Manpower Development and Training Act which mandated the regular publication of "job opportunity" statistics by the Department of Labor.
1966
Available from Columbia University Press, New York, 1966.

2-007 LONG-TERM MANPOWER PROJECTIONS—PROCEEDINGS OF A CONFERENCE ON UNEMPLOYMENT AND THE AMERICAN ECONOMY, JUNE 25-26, 1964

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

R. A. Gordon

Contract MDTA 32-64
Project completed fiscal year 1965

Descriptors: LABOR SUPPLY PROJECTIONS; LABOR DEMAND PROJECTIONS; PLANNING, RESEARCH, AND DEVELOPMENT; METHODOLOGY

The conference brought together individuals inside and outside of government concerned with the development of methodology for labor force projections and with the actual application of the methodology. Some 40 representatives of the Departments of Labor, Commerce, Agriculture, and Defense, the Council of Economic Advisers, the Bureau of the Budget, the National Science Foundation, the Federal Reserve System, the Senate Committee on Employment and Manpower, the Brookings Institution, and 11 colleges and universities considered current techniques and methods for improving these procedures, and made recommendations for achieving more accurate forecasting of labor supply and demand, by occupation and industry.
1964
NTIS PB177432/AS

2-008 METHODS OF FORECASTING SHORT-TERM UNEMPLOYMENT CHANGE

MIDDLETOWN, CONN.

Stanley Lebergott

Contract MDTA 33-64
Project completed fiscal year 1965

Descriptors: UNEMPLOYMENT; ECONOMIC FORECASTING; PLANNING, RESEARCH, AND DEVELOPMENT; METHODOLOGY

This exploratory study examined the problems of developing a systematic procedure for forecasting unemployment rates for 3 to 6 months ahead, which might later be used to develop a working model, in the form of a set of alternative equations, for forecasting both unemployment and employment by major industry 3 to 6 months ahead.

Manufacturers' unfilled orders proved to be a good measure for relating variations in demand for final goods and services to variations in unemployment. A high degree of correlation between these factors was found to exist (-.865 since 1947). Other measures which were developed showed substantial correlation with unemployment measures. One significant measure related the diffusion of cyclical changes among factory industries to changes in the unemployment rate in the following quarter. A measure of the persistence of business cycle change showed substantial correlation with the number of newly unemployed (i.e., under 5 weeks) in the following quarter.

To develop a model that reflects the underlying economic structure and serves a range of policy uses would require not only the series developed but also additional series based on final demand, the substitution of machinery for manpower, and the unemployment mix at a given time. It would also require a fuller analysis of the basic pattern of change in employment and unemployment.
1965

NTIS AD608771/AS

2-009 Job Vacancies in the Firm and the Labor Market

NATIONAL INDUSTRIAL CONFERENCE BOARD
NEW YORK, N.Y.

John G. Myers

Contract 81-34-66-13
Project completed fiscal year 1969

Descriptors: EMPLOYMENT OPPORTUNITIES; METHODOLOGY

This study reviewed and coordinated some theoretical aspects of measures of job vacancies and tested the consistency of these theories with sets of cross-section data. The study, the first to analyze job vacancies by firm, found logical internal consistencies between the firms' reported job openings and their turnover, growth in employment, overtime, etc.

Job vacancies have two related purposes in determining the balance, or degree of tightness, in the labor market: (1) To determine the degree of adjustment necessary to obtain "full employment"; and (2) to understand wage movements caused by the pressure of demand in the labor market.

This study concluded that total job vacancies less total unemployment furnish a better measure of pressure on wages than any alternative available. Since the number of hours associated with vacancies may differ from those associated with unemployment, and vacancies normally have a higher skill level than the unemployed, movements in the measure should be a more reliable indicator of pressure on wages than its level.

The report also furnished evidence that job opportunity data have a promising potential, when combined with other job market data, as measures of the relative importance of functional and cyclical sources of unemployment. Further, the wide diversity among areas, both in the degree of tightness and in the amount of friction in the labor market, suggested that policies designed to reduce unemployment should take this diversity into account. According to the researchers, the mix of policies in individual areas should differ according to the relative importance of friction and of inadequate demand revealed by their vacancy and unemployment rates.
1969

NTIS PB179864/AS
Also available in NICB Studies in Business Economics No. 109, 1969

AN OPTIMAL DESIGN FOR A JOB VACANCY SURVEY

Maria Elena Gonzalez

NTIS PB179316

2-010 Symposium on Manpower Theory

NATIONAL SCIENCE FOUNDATION
WASHINGTON, D.C.

John K. Folger

Contract 81-09-66-16
Project completed fiscal year 1967

Descriptors: COLLEGE GRADUATES; LABOR SUPPLY PROJECTIONS; LABOR DEMAND; CONFERENCES; OCCUPATIONAL CHOICE; METHODOLOGY

The symposium held on November 3-5, 1966 at Airlie House, Warrenton, Va., explored the usefulness of current theories of career choice, labor supply and demand, and occupational and professional recruitment. The relevance of current theories to the structure of policies and the design of research in the field was also analyzed.

The symposium discussions were organized around four papers. The first described the current supply and demand for highly educated workers. The remaining three, written from the viewpoint of a psychologist, a sociologist, and an economist, examined the contribution of their respective disciplines to an improved understanding of current labor problems, with emphasis on occupations that require college education. The proceedings have been reprinted in the spring 1967 issue of the *Journal of Human Resources.*
1967

NTIS PB177412/AS
Also available in *The Journal of Human Resources*, vol. II, No. 2, Spring 1967

2-011 Internal Labor Markets and Manpower Analysis

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Peter B. Doeringer and Michael J. Piore

Contract 81-23-66-22
Project completed fiscal year 1970

Descriptors: EMPLOYER PRACTICES AND POLICIES; DISADVANTAGED; INTERNAL LABOR MARKETS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; DISCRIMINATION; METHODOLOGY

This study developed the concept of the internal labor market, through observing its operation in manufacturing firms, and applied it to the analysis of four current problems: (1) Work force adjustment and labor market imbalances; (2) technological change and adjustments in job content; (3) employment discrimination; and (4) low-income employment and the disadvantaged labor force. The data were obtained from an earlier study, under contract MDTA 38-64.

The researchers defined the internal labor market as an administrative unit such as a manufacturing plant, within which decisions on employment, wage determination, and training of labor are governed by a set of fairly rigid administrative rules rather than by economic variables as in the external labor market. They postulated that specificity of skills and training, the process of on-the-job training, and work customs generate internal labor markets. They speculated that such markets cover 80 percent of all workers, the remainder being self-employed or in casual farm and service jobs.

Most internal labor markets can achieve a viable balance with the external labor market through a series of adjustment instruments which operate primarily upon the characteristics of the labor supply and over which management can exercise considerable discretion, the researchers found. These instruments are hiring standards, screening procedures, training, recruitment procedures, subcontracting, job vacancies, and overtime. Management elects to use these instruments roughly in accordance with their relative costs and benefits. Other instruments—the compensation structure, the job structure, and the

structure of the internal allocation of labor—are often the focus of custom at the workplace and a part of decision processes largely unrelated to the resolution of labor market imbalances. Internal labor markets can provide a more efficient form of market organization than can competitive labor markets whenever fixed labor costs and economies of recruitment, screening, and training are present, the researchers concluded. However, they pointed out that the economic efficiency of the internal labor market may be reduced by rules which enhance job security and equitable treatment of the internal labor force.

With respect to technological innovation, procedures for selecting productive techniques were found unresponsive to relative scarcities of different types of labor but consistent with cost minimization. Thus, if major structural bottlenecks widen cost differentials between various types of labor, enterprises would be induced to seek out techniques which substitute surplus labor for the kinds of labor in short supply. These findings imply that the pressure of costs arising from the adjustment process, rather than unemployment, is likely to be the more serious aggregate labor market problem and that public policies should encourage firms to adjust to tightening labor markets through nonwage adjustments.

Discrimination appeared to be effected primarily through hiring standards, screening procedures, recruitment procedures, internal allocative rules, and the rules governing wage determination. Again, the researchers pointed out that costs of remedies need to be taken into account. The formalization of recruitment and hiring procedures was thought likely to curtail the ability of the internal market to adapt efficiently to technological change and changing labor market conditions, and the statistical nature of the screening process would make it difficult to admit more qualified members of a given group without admitting more unqualified members of that group at the same time.

The disadvantaged labor force, particularly those from racial minorities, tend to find work not in the stable internal labor markets of the medium- and large-size enterprises whose operation was the focus of this study, but in a low-income, secondary labor market, the researchers believed. In this secondary labor market, employers either need only a casual labor force or tolerate high turnover and absenteeism because their cost is less than that of their cure. Hence, the researchers reasoned, discrimination, the quality of work available to the disadvantaged, and the style of life in low-income neighborhoods may be more important causes of labor market disadvantage than inadequate education and skill. If this is so, they concluded, policies to improve the lot of the disadvantaged must encompass a broad range of measures not normally thought of as part of employment and training policy.
1970

NTIS PB193079/AS
Also available from D.C. Heath and Company, Lexington, Mass., 1971

2-012 Accuracy Analysis for Projections of Manpower in Metropolitan Areas

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

John Herbert Norton

Grant 91-09-66-23
Project completed fiscal year 1968

Descriptors: LABOR DEMAND; LABOR SUPPLY; MODELS; ASSESSMENT AND EVALUATION; METHODOLOGY

This study was concerned with errors in labor projections, that is, with the differences between predictions and actual outcomes. To judge such errors, the research explored the applicability of several analytical techniques, or methods of accuracy analysis, to ex post facto projections based on naive, allocative, and other forecasting models.

The researcher found the summary measures of accuracy analysis, i.e., the coefficient of correlation, standard error of estimate, average absolute error, range, and mean error, somewhat useful for judging the superiority of a projection model. However, he called for better methods of accuracy analysis.
1968

NTIS PB182073/AS
Also available from ERIC—MP 000556

2-013 Project Vision, An Experiment with Occupational Needs Projection Techniques for Vocational Education Curriculum Planning Purposes in the Milwaukee, Wisconsin SMSA

U.S. TRAINING AND EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

William R. Fischer

Contract 81-53-67-04
Project completed fiscal year 1970

Descriptors: LABOR DEMAND; LABOR MARKET INFORMATION; OCCUPATIONAL PROJECTIONS; METHODOLOGY; VOCATIONAL EDUCATION; VOCATIONAL TRAINING; WISCONSIN, MILWAUKEE

This study sought to develop a system for collecting, analyzing, and disseminating occupational and employment information to improve vocational education and training. Five methods of projecting occupational demand were tested to assess their effectiveness for use by educators and employment and training agencies: (1) A modification of the USTES Area Skill Survey, based on a sample survey of Milwaukee employers who were asked to forecast employee requirements for 3 and 5 years by specific occupation; (2) followup interviews of firms in the Area Skill Survey whose occupational mix and projected employment trend might provide information useful for vocational education planning; (3) collecting information on technological and occupational trends in interviews with company presidents, plant managers, and training directors in the printing and publishing industry and the metalcasting industry; (4) an approach based on hard-to-fill job orders registered with the local public employment office and published data on national occupational trends; and (5) applying the Bureau of Labor Statistics' national projections of employment by industry and occupation (see MDTA 23-64) to local area industry statistics.

The modified Area Skill Survey provided needed current employment statistics and short term (1- or 2-year) projections, but was less reliable in projecting longer term requirements. The other techniques did not appear to meet the need for comprehensive quantitative occupational projections.

To best serve the occupational information needs of the vocational education system, the author recommended a simplified Area Skill Survey taken at frequent intervals with a shortened forecast period. In addition, he called for improving communication between the employment service and the vocational education system.
1970

NTIS PB193301/AS

2-014 Development of Stochastic Labor Force and Working Life Models

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Haskel Benishay

Grant 91-34-67-07
Project completed fiscal year 1969

Descriptors: LABOR FORCE PARTICIPATION; MODELS

The researcher developed a model capable of dealing with both numbers of occurrences in a period of time and amounts

of variables characterizing these events. The model takes into account the random number of new occurrences in a time series, the size of each occurrence, and the random life of each occurrence. On the basis of the model, certain characteristics of the next event to reach the end of its existence can be predicted, and a number of comparisons can be drawn among occurrences over time. The researcher suggested the model could be used in analyzing such time series as those on trade credit, consumer credit, and demand deposits of commercial banks.

The researcher was able to improve the model so that it could handle both labor force participation and employment. The model treated labor force behavior (for persons alive a certain period after birth) as phenomena of multiple entries into and retirements from both the labor force and the state of employment. Accessions were assumed to occur concurrently with retirements.

1969

Available in "Stochastic Aspects of the Labor Force Process," *American Statistical Association, Proceedings of the Social Statistics Section, December 1967*; "Parameters and Relations of Stochastically Lagged and Disaggregative Time Series," *Econometrica*, January 1968; "Inflow-Stock-Outflow Time Series, Stochastic Lag and Disaggregation: A Note," *Journal of Applied Probability*, vol. 7, No. 1, April 1970

2-015 Occupational Classification Study

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Samuel Baum

Contract 81-09-67-17
Project completed fiscal year 1969

Descriptors: OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; LABOR DEMAND; METHODOLOGY; DICTIONARY OF OCCUPATIONAL TITLES

This study helped lay the foundation for a better system of occupational classification for use by Federal agencies. Essentially, it developed comparative data on the occupational distribution of the work force under the two current major systems of classification: those of the Bureau of the Census and the U.S. Training and Employment Service (*Dictionary of Occupational Titles*—DOT).

Entries from the job content sections (Industry, Occupation, and Class of Worker) of the Census Current Population Survey (CPS) were transcribed and coded according to the DOT. Tabulations were run comparing the CPS occupations with those of the DOT, and the results were presented by DOT classification. Thus, the study produced the first national figures on the size and characteristics of occupational groups classified according to the third edition (1966) of the DOT.

Further analysis of these data, at the behest of the Interagency Occupational Classification Committee of the Bureau of the Budget, was undertaken under another contract (see contract 81-40-69-13).

1969

ETA

2-016 Manpower, Adjustment, and the System

SYSTEM DEVELOPMENT CORPORATION
SANTA MONICA, CALIF.

Marvin Adelson, Joseph Fink, and Harvey M. Adelman

Contracts 81-05-67-18 and 81-05-68-28
Project completed fiscal year 1970

Descriptors: LABOR FORCE; CAREER PATTERNS; INFORMATION SYSTEMS; SYSTEMS DESIGN AND ANALYSIS; METHODOLOGY

This study explored whether systems analysis techniques can improve current methods of dealing with employment and training problems and what aspects of the systems approach can be used in developing policy. A working model for dealing with problems of labor adjustment was developed from historical data and information obtained in interviews with representatives of government, industrial, and academic organizations.

The analysis stressed problems arising at job transition points in an individual's work career and examined the interaction of mechanisms and institutions involved in five subsystems of decisionmaking that determine the overall efficiency of individual adjustments: (1) The individual subsystem; (2) the education/training subsystem; (3) the employer subsystem; (4) the facilitation subsystem—organizations and arrangements such as labor unions and employment services; and (5) the maintenance innovation subsystem—organizations and agencies that maintain the interactions of all of the subsystems within acceptable limits or act to change the system or its operation in legitimate ways.

The authors concluded that the need for appropriate transitionmaking throughout all segments of the population and all life stages has important implications for the decision structures of each of the five subsystems of the adjustment system. For policy and planning, the "system" task is to develop a strategy for investing in *adjustment*; i.e., improving the pattern and quality of the transitions people make to the extent that they promote both economic and human growth and development.

1970

NTIS PB192678/AS

2-017 Systems Analysis and the Labor Market

PRINCETON UNIVERSITY
PRINCETON, N.J.

Orley Ashenfelter

Contract 81-32-67-19
Project completed fiscal year 1969

Descriptors: MACROLEVEL ANALYSIS; LABOR DEMAND; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; SYSTEMS DESIGN AND ANALYSIS; METHODOLOGY

This exploratory study investigated the use of systems analysis techniques in the analysis of job market operations. It developed a series of econometric models which enable analysts and policymakers to trace the effects of both external pressures and alternative employment and training policies in American job markets.

A conceptual model of the interaction of labor markets was formulated, and an intensive empirical and theoretical investigation was conducted of aggregate supply, demand, and wage adjustment relationships. An aggregate macromodel of the U.S. market was constructed and fitted to postwar quarterly data.

Specific labor market problems also were examined: (1) Inflation-unemployment trade-offs; (2) the effect of changes in military employment on civilian employment and unemployment; (3) declining interindustry mobility of American workers; and (4) changes in discrimination against blacks.

In conclusion, the author noted that, while systems analyses or models may be a helpful addendum to the labor market information which a policymaker must have, they will not have a very high payoff in many labor market problems because of uncertain inferences and inadequate data. The most fruitful information and investigation of these problems will come from a careful mixture of modelbuilding and judgment based on well-informed and objective familiarity with institutions to be investigated.

1969

NTIS PB184961/AS

Also available as "Bargaining Theory, Trade Unions, and Industrial Strike Activity," *The American Economic Review*, March 1969

2-018 THE FEASIBILITY OF A DIRECT METHOD OF OBTAINING MANPOWER DEMAND DATA

THE W. E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH
WASHINGTON, D.C.

Sidney A. Fine

Contract 81-09-67-22
Project completed fiscal year 1969

Descriptors: OCCUPATIONAL CLASSIFICATION; LABOR DEMAND; METHODOLOGY

As a possible alternative to present methods of estimating occupational employment on the basis of job description or titles, this study explored the feasibility of using functional job analysis (FJA), based on the functional and educational requirements of jobs. Two scales were used: One measured the involvement of the person performing the job with things, data, and people; the other estimated the levels of competence in reasoning, mathematics, and language required to perform the functions which comprise the job.

In this study, a sample of firms in one industry was asked to complete questionnaires similar to those used by the Department of Labor's Bureau of Labor Statistics in its occupational surveys. Personnel of these firms were later interviewed to obtain similar data using the FJA method.

Findings included: (1) Classification data for FJA must be gathered by personnel technicians familiar with occupational classification; (2) The FJA reporting method "...reflected differences in functions and educational requirements between large and medium/small plants, between specialized and enlarged jobs in particular establishments, and between rating from the vantage point of industry as compared to rating from the vantage point of job descriptions. It also was sensitive to the different involvements of clerical, production, and maintenance jobs with Things, Data, and People." (3) Job ratings made by government labor specialists from job descriptions overestimated educational requirements, in comparison with the FJA method.

THE FEASIBILITY OF A DIRECT METHOD OF OBTAINING MANPOWER DEMAND DATA, REPORT FOR DISCUSSION—PHASE 1, NOV. 8, 1968
1969

NTIS PB182146/AS

2-019 CONCEPTS AND MEASUREMENTS FOR MANPOWER AND OCCUPATIONAL ANALYSIS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James G. Scoville

Contract 81-23-67-23
Project completed fiscal year 1970

Descriptors: OCCUPATIONAL CLASSIFICATION; COST EFFECTIVENESS; MODELS; OCCUPATIONAL STRUCTURE; DICTIONARY OF OCCUPATIONAL TITLES; METHODOLOGY

This study explored the conceptual bases and uses of occupational classification systems, developed an economic theory of the determination of the content and relationships of jobs within and between employing units, and investigated alternative sources of improved data. The study was based on a review of the literature and an informal survey of the uses of various kinds of occupational data for research and operating purposes by academic institutions, companies, unions, and government.

The report described the development and characteristics of the major occupational classification systems—the *Dictionary of Occupational Titles* (DOT), the census classifications, and the International Standard Classification of Occupations (ISCO). These systems generally were found lacking in detail and frequency of observation, and proposals were made to remedy major shortcomings.

The theory of the determination of the content and relationships of jobs considered the rationale for employers' choice among the various combinations of specific jobs which will suffice to perform the work and the preferences of workers and their organizations regarding this choice. These considerations were related to each other through cost-benefit analysis. Several illustrations of the application of the resulting model explored the relationship between job content and training, mobility, and occupational choice.

The author concluded that occupational data obtained from workers in household surveys would be the best source; social and economic information needed for analysis can be obtained only from workers.
1970

NTIS PB187702/AS

2-020 A STUDY OF INTERVIEWER-RESPONDENT INTERACTION IN THE URBAN EMPLOYMENT SURVEY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Kent H. Marquis and Charles F. Cannell

Contract 81-24-68-26
Project completed fiscal year 1972

Descriptors: PLANNING, RESEARCH, AND DEVELOPMENT; TECHNIQUES; SURVEYS; AGE DIFFERENCES; BLACK/WHITE

To improve the accuracy and validity of data collected by personal interview, this study investigated the kinds and amounts of verbal behavior that occurred during household survey interviews (using a special version of the 1968 Urban Employment Survey questionnaire) and the effects of the respondents' age and race on this behavior. Four white, middle-class women who were trained especially for the study conducted tape recorded interviews with four sample groups of employed men in Detroit (blacks and whites, age groups 18 to 34 and 35 to 64). Every item of verbal behavior of respondents and interviewers was coded for analysis, using a simple system of 36 codes (13 for interviewers and 23 for respondents) developed for the study.

The average respondent was asked approximately 100 questions. On the average, about 500 verbal acts were coded for each of the 181 interviews—about 2 1/2 times the number required merely to ask and answer the questions. Even correctly asked questions which elicited adequate answers generated nearly five verbal acts each.

Surprisingly, only 44 percent of the behaviors came from respondents. About two-thirds of their behaviors were answers to questions and probes. There was a moderate amount of elaboration of answers and a very low level of irrelevant behaviors. Among the interviewers only three-fifths of their behaviors fell into the question asking and probing categories, on which their training focused. One-fourth of their behaviors were coded as feedback, which they often used improperly, showing approval of inappropriate respondent behavior at least as often as reinforcing adequate responses.

Interviews with older respondents contained significantly more interaction per question than did interviews with younger respondents, but there was no significant difference between blacks and whites within each of the two age groups. Interviews with younger respondents contained higher proportions of correct questions, adequate answers, and asking and receiving clarification, whereas those with older respondents contained higher proportions of elaborations, answers to incorrect questions, and repeated answers. Interviewers used proportionately more probes for blacks than for white respondents and blacks gave more inadequate answers than did whites.

A trial use of the data to identify and diagnose problems associated with specific questions centered on the coder for questions that were often incorrectly asked, omitted, or answered inadequately and those that required a large number of

behaviors to obtain adequate answers. The researchers concluded that the analytical approach could be refined and expanded to pinpoint problems with each question and the most likely causes of the problems. Hence, the techniques could be used to evaluate pretest questionnaires for different population groups, the training of interviewers, and interviewing techniques.
1972

NTIS PB188456/AS

2-021 Occupations of the Labor Force According to the Dictionary of Occupational Titles

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Ann R. Miller and Susan Klepp

Contract 81-40-69-13
Project completed fiscal year 1971

Descriptors: OCCUPATIONAL CLASSIFICATION; DICTIONARY OF OCCUPATIONAL TITLES; METHODOLOGY; CURRENT POPULATION SURVEY; EDUCATIONAL ATTAINMENT; HIRING PRACTICES; DATA SOURCES AND USE; PLANNING, RESEARCH, AND DEVELOPMENT

This research explored the relationship between the two major occupational classification systems used by the federal government: (1) The *Dictionary of Occupational Titles* (DOT), used by the U.S. Training and Employment Service to identify and describe workers' occupations and the characteristics of workers in these occupations; and (2) the system used by the Bureau of the Census in classifying the occupations of workers reported in various census household surveys. It built on exploratory work in an earlier project (contract 81-09-67-17).

In this attempt to use the DOT as a classification tool for comprehensive labor force data, members of the experienced civilian labor force, as reported in the October 1966 Current Population Survey, were classified by occupation as defined in the DOT. Tabulations showing demographic characteristics (for example, age, sex, color, and education) of persons classified in the major DOT categories and the larger subcategories were also prepared. Thus, the research provided a basis for comparing occupational data collected by the Department of Labor on placements, job orders, insured unemployment, and job vacancies with census data on the occupational distribution of the entire work force.

The study included a cross-tabulation, at the major group level, of data classified by both the census and DOT occupational systems. Sharp differences occurred in the classifications of production or "blue-collar" workers because the three traditional census classifications-(1) craftsmen, foremen, and kindred workers; (2) operatives and kindred workers; (3) laborers, except farm and mine—were spread among five DOT groups based on type of work within the production function—processing, machine trade, benchwork, structural work, and miscellaneous. On the other hand, the two systems were highly comparable for such groups as professional, technical and kindred workers, farmers, and clerical and salesworkers.

The study also compared the DOT educational requirements for occupations with the educational attainment of workers in those occupations. Few similarities were found outside the professional, technical, and managerial, farming, and machine trades occupations. Considerably less than half of all workers were in jobs that require more than an elementary education, according to the DOT classification. Nevertheless, well over half of those in every occupational category had at least some high school. Despite their limitations, the data further support the conclusion that hiring standards are more a function of a set of social values than of actual occupational requirements.

Workers in each of the DOT major groups were further classified by the degree to which their job duties were related to data (information, knowledge, conceptions), people, and things (such as materials or equipment). The resulting data facilitate understanding of the relationship between the two systems.

The research also developed a conversion between the occupational classification coding structures of the 1960 Census of Population and the *Dictionary of Occupational Titles*. The conversion is available on computer tape which contains the number (weighted sample frequencies) of persons in the October 1966 Current Population Survey falling into each specific combination of a three-digit census code and a nine-digit DOT code, with a zero entry for combinations in which no persons in the sample were reported.

The Interagency Occupational Classification Committee announced that it would issue a new report on convertibility when materials for updating the conversion to include the 1970 Census of Population occupational classification system became available. (See contract 20-11-73-05.)
1971

NTIS PB197920/AS

2-022 America's Uncounted People, Report of the Advisory Committee on Problems of Census Enumeration

NATIONAL ACADEMY OF SCIENCES, NATIONAL RESEARCH COUNCIL ADVISORY COMMITTEE ON PROBLEMS OF CENSUS ENUMERATION
WASHINGTON, D.C.
WASHINGTON, D.C.

Contract 81-09-70-17
Project completed fiscal year 1971

Descriptors: ASSESSMENT AND EVALUATION; INFORMATION SYSTEMS; INFORMATION; SURVEYS; METHODOLOGY

This report presented the conclusions and recommendations of a committee established in May 1969 to study the problems underlying deficiencies in coverage in the census of population and in current census surveys. For example, the 1960 census failed to count an estimated 3 percent of the population and the undercount was apparently larger among certain population groups, particularly young black men. The report gave careful treatment to a major research concern of the Department of Labor—the limitations of household surveys caused by errors of nonresponse—and laid out a plan to undertake corrective research.

The committee found that the persistent hard work on the underenumeration problem by the Bureau of the Census had not produced enough evidence to warrant the assertion that being black makes a person less likely to be counted than, say, being poor or functionally illiterate, or even moderately wealthy and very mobile. Undercount estimates by age, sex, and race were not regarded as adequate guides for the design of research to improve census coverage.

Given the limited funding for support of completely new areas of research, the committee called for special efforts to bring about a more efficient relationship between the technical staffs of the principal social data users and the principal data producers. This would also afford a direct link between research on substantive policy issues and research on the information base used in policy design and implementation. Furthermore, the committee argued that since underenumeration appears to be a problem of greatest importance to census users, the Census Bureau should not be expected to assume total responsibility for resolving the problem.

Consistent with these conclusions, the committee made specific recommendations for broadening enumeration-related research to emphasize the relationship between census-taking problems, such as underenumeration, and the social contexts in which censuses are conducted. It also called for the establishment of a cumulative, up-to-date register of all statutory uses made of census data for the purpose of allocating government funds and developing basic social services and for case studies of the way in which the data are used and the changes in allocation that would result if the data were adjusted to account for various hypothesized rates of census undercounting. Subsequent expansion of the register to cover other government uses and ultimately private uses of census data was also recommended.
1972

NTIS PB199754/AS

2-023 A Pilot Study of Response to Job Offers as an Index of Labor Market Conditions

STANFORD UNIVERSITY
STANFORD, CALIF.

Melvin W. Reder

Grant 91-05-70-44
Project still in progress

Descriptors: PILOT STUDY; JOB SEARCH; JOB APPLICANTS; UNEMPLOYMENT; METHODOLOGY; CALIFORNIA, SAN FRANCISCO BAY AREA

This study is investigating the possibility of expanding the base for calculating unemployment rates to include a measure of intensity of job-search activity. It is developing and experimenting with instruments to measure: (1) The intensity with which unemployed persons search for jobs and (2) the success of individuals in locating employment relative to the intensity of their jobseeking.

The researcher is selecting samples of applicants at private firms and various types of placement agencies in the San Francisco Bay area; stratifying them by such characteristics as age, sex, and occupational category; and tabulating individual reactions to valid job vacancies reported to them by the researchers. A scale for classifying individuals by the degree of intensity with which they search for jobs is being constructed. Data are being collected in followup interviews from the sample groups for an assessment of subsequent job success relative to individual characteristics and intensity of job search.

2-024 Labor Market Segmentation: A Research Report to the U.S. Department of Labor

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

David M. Gordon, Michael Reich, and Richard C. Edwards

Grants 71-36-71-03 and 21-25-73-18
Project completed fiscal year 1974

Descriptors: GOVERNMENT POLICIES; EARNINGS; INDUSTRIAL RELATIONS; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS

This project investigated labor market stratification and its implications for policy. It tested a variety of hypotheses about the boundaries, characteristics, and evolution of stratification in the labor market. Among other things, it drew upon 18 working papers at a March 1973 conference on labor market segmentation convened by the contractor.

The studies indicated that labor market segmentation has flowed directly from economic developments. Based on these findings, the project developed a theory of labor market segmentation, based on: (1) Primary and secondary labor markets; (2) segmentation within the primary market by level of responsibility of different types of employees; (3) segmentation by sex; and (4) segmentation by race.

One conclusion was that "segmented labor markets have emerged as one of the few ways—probably as the only way—in which workers and jobs could be matched in such a way that unevenly developed industries, job hierarchies, and employers' control were preserved." It followed that segmentation of the labor market is one necessary element of market efficiency.

Consequently, policy to eliminate or reduce segmentation must address basic institutions. Many current policies were perceived as reinforcing segmentation. For example, "More efficient systems of labor market information...are almost certain to reinforce labor market segmentation. People are not barred from one segment or another because they do not have sufficient information about jobs in that segment. More universal listings of jobs are likely to speed and grease the circulation of workers within their respective segments, not between segments."

June 1973

NTIS PB221991/AS
Also available from Center for Educational Policy Research, Harvard University, 6 Appian Way, Cambridge, Mass. 02138.

2-025 Preparation of CPS Schedules for a Comparative Analysis of Occupations Under Census Bureau and DOT Classification Systems

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Stanley Greene

Contract 20-11-73-05
Project completed fiscal year 1973

Descriptors: OCCUPATIONAL CLASSIFICATION DICTIONARY OF OCCUPATIONAL TITLES; METHODOLOGY

The contractor, with the cooperation of the U.S. Employment Service, developed a conversion arrangement between the *Dictionary of Occupational Titles* (DOT) and the 1970 Census of Population occupational classifications, using the 42,000 schedules from the March 1971 Current Population Survey. The data are compatible with those for 1966 which were prepared under an earlier contract (81-40-69-13). The tabulations have been completed and were published by the Office of Management and Budget (OMB).

1973
Office of Management and Budget

2-026 Generating Inequality—The Distributional Mechanisms of the Economy

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Lester C. Thurow

Grant 21-25-73-36
Project completed fiscal year 1975

Descriptors: INCOME; INCOME DIFFERENTIALS; HUMAN RESOURCE DEVELOPMENT POLICY; EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT; ON-THE-JOB TRAINING (OJT); LABOR MARKET; DISCRIMINATION

The investigator adopted a "job competition" as opposed to the neoclassical wage competition model of the labor market. In this model, jobseekers' background characteristics were used by employers to select workers and to predict potential success on the job and extent of training needed. On-the-job training was seen as the primary source of cognitive skill and therefore the primary determinant of productivity.

The author examined data from the Current Population Surveys and the census to determine how types of education and employment training programs affect the distribution of earnings in industries/occupations characterized by job competition.

The findings offered an alternative theory of race and sex discrimination and raised serious questions as to the value of employment training and other forms of human capital investment.

January 1975

NTIS PB255348/AS
Basic Books: Generating Inequality: Mechanics of Distribution in the U.S. Economy

2-027 Static and Dynamic Labor Supply Functions

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Edward D. Kalachek

Grant 21-29-73-49
Project completed fiscal year 1978

Descriptors: LABOR SUPPLY PROJECTIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS; ECONOMIC POLICY; MODELS

This study used data from the National Longitudinal Surveys to examine the determinants of wage differences, labor supply, and labor supply change for mature men. The analysis stressed the distinction between the permanent and transitory components of wages and differential responses to these coefficients. The researchers found that personality, attitudinal, and psychological characteristics affect wages; that workers with the same human capital receive substantially different wages; and that this difference affects quits, layoffs, the duration of unemployment, and hiring standards. Other findings are that labor supply responds positively to the permanent component of wages and negatively to their transitory component; that the use of measured wages in labor supply regressions leads to misleading results; and that workers adjust their labor input rapidly in response to changes in their choice between leisure and income.

Edward D. Kalachek and Frederick Raines
June 1978
ETA

2-028 Working Life Tables for the U.S., 1972, Based on Labor Force Accession and Separation Rates

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Richard Schoen

Grant 91-17-78-10
Project still in progress

Descriptors: METHODOLOGY; LABOR FORCE PARTICIPATION

Tables of labor force activities (working life tables) for men and women in the United States in 1972 will be constructed and compared with conventionally calculated working life tables. The constructed tables will show the rates at which people enter and leave the labor force. Data will come from the January 1973 Current Population Survey.

The researcher hopes to find other ways to facilitate the preparation of working life tables and add more years, population subgroups, and labor force statuses. Working life tables can be an invaluable aid in analysis of the structure and composition of the labor force and retirement patterns, in assessing the implications of changes in employment levels, making projections of the labor force and estimating loss of earnings from death or disability.

2B 2. LABOR MARKET INFORMATION SYSTEMS

2-029 Local Manpower Data Programs: An Analysis

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Bruno Stein and Cho-Kin Leung

Contract 81-31-19
Project completed fiscal year 1966

Descriptors: DATA SOURCES AND USE; LABOR MARKET AREAS; LITERATURE REVIEW; LABOR MARKET INFORMATION

This study concerned the needs of State and local areas for employment data in formulating policy and planning program. Its objective was to facilitate the development and use of local data by providing perspective on the adequacy of different kinds of data now prepared and published by various States and areas. It considered the nature and uses of various types of data, and the possible sources and techniques which could be used in gathering more accurate data.

A wide variety of published State and local employment data were analyzed. the researchers concluded that local studies suffer from lack of reliable data and rigorous methodology. The existing confusion regarding policy goals was reflected in conceptual limitations, such as narrow definitions of "unemployed." Some measures to improve the situation were recommended; job vacancy studies, quinquennial censuses of population, and continuous series, rather than single-time surveys, for example.
1966

NTIS PB177329/AS
Also available from ERIC—ED 015334; *Employment Service Review*, May 1967 (summary)

2-030 On the Feasibility of a Labor Market Information System

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Malcolm S. Cohen

Contract 71-24-70-02
Project completed fiscal year 1974

Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; JOB LOCATION; COMPUTER SYSTEMS; SYSTEMS DESIGN AND ANALYSIS; DATA SOURCES AND USE; ECONOMIC ANALYSIS AND ECONOMETRICS; COLORADO, DENVER; MICHIGAN, DETROIT; WISCONSIN, MILWAUKEE

The Labor Market Information Systems Project (LMIS) was designed to evaluate the need for new labor market information and for methods of making better use of currently collected statistical and administrative data. The project was also to demonstrate various information technologies which would improve the delivery of labor market information.

The project studied the needs of labor market users, and major data bases were identified and set up for computer retrieval. Models were developed to meet various employment and training policy and program needs. Prototype systems were designed to improve access to information, quality of existing labor market information, and/or the employment and training planning process. These were tested in State employment security offices in Colorado, Michigan, and Wisconsin.

Eight major existing data bases were successfully identified, evaluated, and set up for computer retrieval at the Michigan Computer Center, thus permitting selected users easy access through use of a telephone and computer terminal, without the aid of a computer specialist. It was found that laymen could be trained easily in using the system. It was successfully used by counselors in a Youth Opportunity Center in Denver and was tested in a full-scale public employment office under a separate grant (see grant 21-26-74-21). Other system developments were related to automated computer graphics for benchmark purposes: (1) An alternate procedure for assessing the number of persons needing services; (2) methods of using time series data to forecast different employment, labor force series, unemployment insurance, and welfare bases; and (3) ways of generating time series estimates for periods when data are not collected. The author considered that his major accomplishment had been a demonstration of the desirability of a unified labor market information system that can be accessed to meet analytical as well as standard program reporting needs.

The researcher's major recommendation was that an integrated labor market information system be established. This could eliminate duplication and provide better data that are

more accessible and adaptable to program planners' special needs. He also recommended the establishment of major centers to do processing, retrieval, and dissemination of labor market information.

Reports listed below may be obtained from the Institute of Labor and Industrial Relations Publications Office, 401 S. 4th Street, Ann Arbor, Mich. 48106.

VOL. 1, FINAL REPORT
June 1974

NTIS PB236259/AS

VOL. 2, APPENDIXES A-D (WORKING PAPERS RELATED TO MODELS)
June 1974

NTIS PB236260/AS

VOL. 3, APPENDIXES E-M (MISCELLANEOUS WORKING PAPERS)
June 1974

NTIS PB236261/AS

2-031 Requirements and Design of a Labor Market Information System for a Large Metropolitan Area

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Margaret Thal-Larsen, Stephen Laner, and Donald Mayall

Contract 71-05-70-03
Project completed fiscal year 1973

Descriptors: LABOR MARKET INFORMATION; JOB INFORMATION SERVICE; JOB SEARCH; WAGES; LABOR DEMAND; LABOR SUPPLY PROJECTIONS; SERVICE DELIVERY SYSTEMS; LABOR MARKET BEHAVIOR

This study appraised the current labor market information system (LMIS) in the six-county San Francisco Bay area, with emphasis on the definition of labor market information, its sources and volume, and its users and their needs. It highlighted the gap between the existing system and users' needs and described a design for improving the system.

The LMIS calls for the cooperation of many agencies and groups to provide information on 28 components, divided into three categories.

The first category, Information About Jobs, with 10 components, includes four covering specific industrial and occupational data at various geographic levels; one about the number and characteristics of job openings at identified establishments (derived from job leads); one about the distribution of total employment by occupation; and four relating to such matters as the local labor supply and the characteristics of typical jobs by occupation and of workers customarily hired in the occupation.

The second category, Information About Job Prospects, with four components, deals with short- and long-term prospects concerning the number and characteristics of job openings by occupation.

The third category, Information About the Community, with 14 components, includes six covering community development and economic outlook (population and labor force, for example) and employment trends; one dealing with prevailing wages in significant occupations; three covering training opportunities and criteria for certain occupations; two concerning hiring channels; and two focusing on employment-related supportive services and community facilities.

Because setting up the entire design for a large metropolitan area would cost about $2.5 million, the researchers suggested that the components to be implemented first should be chosen primarily to support program and policy emphases. They also pointed out that beginning with these eight "basic" components should provide the structural framework for the system: Four components on employment by industry and occupation from the first category; two on anticipated labor demand by occupation from the second; and two on labor force estimates by area and employment projections by industry from the last.

In addition, the study made several broad recommendations to facilitate the implementation and testing of the system and outlines further research needs. It also suggested changes in national and State policies to permit employment security agencies to take a leading part in establishing and maintaining the system.

November 1972

NTIS PB213744/AS

2-032 The Conceptual Foundations of a Labor Market Information System

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg

Grants 71-36-70-04 and 21-36-73-47
Project completed fiscal year 1974

Descriptors: LABOR MARKET INFORMATION; HUMAN RESOURCE DEVELOPMENT POLICY; COST EFFECTIVENESS

This project covered a series of studies that sought to provide inputs for a comprehensive labor market information system and to develop recommendations with respect to labor market information that would help the Department of Labor meet its responsibilities under section 106 of the Manpower Development and Training Act, as amended in 1968. Under this project, three separate studies were undertaken.

2-032A The Labor Market: An Information System

Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; LABOR MARKET AREAS; PUBLIC EMPLOYMENT SERVICE; DATA SOURCES AND USE; COMPUTER SYSTEMS

This project was comprised of three units. One represented a rationale for governmental action to improve the flow of labor market information, and outlined the conceptual framework for an LMIS using actual job market transactions. The second unit discussed labor flow and employment flow—the two subsystems of an information system—and such pertinent topics as career guidance activities, the programs and curriculums of institutions of higher education, and the gaps in information that adversely affect Federal policymaking. The third unit recommended simultaneous action on the national and local levels as an alternative to the impractical idea of a single comprehensive system for labor market information.

Boris Yavitz and Dean W. Morse with Anna B. Dutka
1973
Available from Praeger Publishers, 111 Fourth Ave., N.Y., N.Y. 10003.

2-032B Where Have All the Dollars Gone?: Public Expenditure for Human Resource Development in New York City 1961-1971

Descriptors: HUMAN RESOURCES; HUMAN RESOURCE DEVELOPMENT POLICY; WELFARE PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; HEALTH CARE; INFLATION; COST EFFECTIVENESS; FISCAL POLICY; EFFECTIVENESS OF PROGRAMS; NEW YORK, NEW YORK

This study examined the sharp increase, between 1961 and 1971, in local government expenditures for education, health, income transfers, and family backup services such as foster care and counseling, in order to determine if increases in the quality of services were commensurate with increased costs.

A wide variety of data sources were analyzed, including annual reports of the New York State Comptroller, New York State Council of Economic Advisors, New York State Department of Education, and the State Department of Health and Personnel. Other important sources were social security statistics, welfare reports, housing reports, research studies complet-

ed during the past 10 years bearing specifically on financial allocation of New York State's budget for various human resource development programs, and studies on the status of the human resource development program in the State.

The researchers revealed that between fiscal years 1961 and 1971, New York's budget for human resources development rose from $2.4 billion to $7.8 billion—an increase of 225 percent. Marked increases in workloads over the decade were noted in some areas with substantially enlarged expenditures. Inflation also contributed to the enlarged expenditure total; however, the combination of the increased workload and inflationary factors can explain only about 75 percent of the added costs in public assistance, 33 percent of the increase for higher education, 15 percent for medical care, and 10 percent for mental health. In some instances, data were not available to explain portions of the remaining increased costs.

In general, the additional dollars were used to pay for: (1) Sharp increases in wages, salaries, and fringe benefits—above those earned by workers in other sectors of the State's economy; (2) increased personnel and improvements in working conditions; and (3) occupational upgrading of city personnel by hiring better trained persons to replace those with poorer training.

In evaluating the effects of the addition of large numbers of employees on the quality of services rendered, the author concluded that the mere addition of more employees may not be the most efficient way to improve public services. While not denying that more personnel may result in better outcomes, in the case of New York City there is little substantive data to indicate how good the programs were or whether they were getting better or worse over time.

The author recommended greatly improved fiscal controls, with continuous reporting of services implemented in local service agencies, to provide better information and means of measuring program performance by administrators.

Charles Brecher
June 1974
Available from Praeger Publishers, 111 Fourth Ave., New York, N.Y. 10003.

2-032C THE URBAN LABOR MARKET: INSTITUTIONS, INFORMATION, LINKAGES; NEW YORK, NEW YORK

Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; VOCATIONAL EDUCATION; CORRECTIONS; STUDENTS; EMPLOYER PLANNING; CURRICULUMS; NEW YORK, NEW YORK

This study examined the role, use, and function of labor market information in an urban environment in order to explore the ways in which this information entered into the decisionmaking process of governments, educational institutions, and correctional institutions.

The study was composed of a set of three interrelated investigations. The first explored the use of labor market information by New York City's correctional institutions as well as the linkage between the labor market experiences of former offenders and labor market information used by them. The second investigation focused on the use of labor market information by educational and training institutions, and furnished an analysis of the role of labor market information in the determination of skill and curriculum requirements specified by the city's institutions. The third probe examined the manner in which labor market information enters into the decisionmaking process of employers, labor unions, and the city's employment and training planners.

With respect to ex-prisoners, the researchers concluded that improved labor market information can make, at best, a minimal contribution. The real need was for expanded employment services linked to suitable jobs in the public and private sectors. In the educational area, the use of labor market information and guidance for students had also had a minor impact. The New York State Employment Service cannot give reliable information concerning the type and number of jobs that were available to students; thus school officials relied heavily on their own sources for clues about jobs available to graduates in different fields. The authors also noted that individual students typically sought guidance for their career plans largely from friends and family members.

The role of information in the decisionmaking process was somewhat marginal since many decisions lie within the political arena, and the important factors here were the interests and goals of the groups involved.

THE CONCEPTUAL FOUNDATIONS OF A LABOR MARKET INFORMATION SYSTEM

David Lewin, Raymond Horton, Robert Shick, and Charles Brecher
1974
Available from Praeger Publishers, 111 Fourth Ave., N.Y., N.Y. 10003.

2-033 FEASIBILITY STUDY OF A COMPUTER-BASED MANPOWER INFORMATION SYSTEM FOR THE CONSTRUCTION INDUSTRY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

John T. Dunlop and Daniel Quinn Mills

Contract 71-25-71-01
Project completed fiscal year 1973

Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; COMPUTER SYSTEMS; FEASIBILITY STUDY; EMPLOYMENT PATTERNS

This study found that a computer-based employment information system for the construction industry is feasible, provided it has the cooperation of trade unions and employer associations and can establish procedures for confidentiality that will encourage continued participation. Nine areas in which the computer offers the possibility of faster, more accurate information are: Dues records, membership, and work recordkeeping; health, pension, and retirement benefits recordkeeping; worker skill records and geographic mobility; apprenticeship programs and scheduling; status of completed, current, or planned construction projects; historic contract specification records; materials availability; skilled labor projections, wage averages, and employment profiles; and skills banks.

Local trade unions and employer associations currently maintain such information, which, if computerized, would alleviate such construction labor market problems as frictional unemployment, labor shortages, and collective bargaining difficulties. By providing information from the supply side (skills bank), computerization should reduce the need for screening applicants, the deficiencies of inadequate classification codes, and the turnaround time spent in waiting for job applicants. Productivity increases and improved employment could result.

Under a subsequent contract (71-25-72-06), a test of a computer-based system for selected trades was conducted in two areas.

Daniel Quinn Mills, John T. Dunlop, and Edward A. Markowitz
January 1973

NTIS PB214104/AS
Also available from Alfred P. Sloan School of Management, MIT, 50 Memorial Drive, Cambridge, Mass. 02139.

2-034 MANPOWER POLICIES AND THE DISADVANTAGED—A SUMMARY REPORT ON LABOR MARKET INFORMATION SYSTEMS AND THE DISADVANTAGED, WITH EMPHASIS ON POLICY IMPLICATIONS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Charles A. Myers

Grant 71-25-71-02
Project completed fiscal year 1975

Descriptors: LABOR MARKET BEHAVIOR; DISADVANTAGED; LABOR MARKET INFORMATION; DUAL LABOR MARKETS; RECRUITMENT; TRAINING PRACTICES

This project consisted of several related investigations of the operation of the labor market as it affects the disadvantaged. One was an exploration of the ways in which disadvantaged persons gain access to job opportunities in the primary labor market—in large organizations offering steady employment, relatively high wages, and the prospect for further training and advancement—in contrast to the casual, low-paid, or dead end jobs available to them in the secondary labor market. Another was a study of the effectiveness of recruitment media used by large firms in the primary labor market. A third was an analysis of the process of training and preparing disadvantaged minority persons for jobs in the primary labor market. Finally, studies of formal and informal referral in the building trades and of career patterns and labor market information flow in the beauty shop industry were conducted through a subcontract with Harvard University.

Methods used include participant observation, surveys, interviews, and comparison of experimental and control groups.
September 1974

NTIS PB237303/AS

2-035 EXPERIMENTAL IMPLEMENTATION OF A COMPUTER-ASSISTED LABOR MARKET INFORMATION SYSTEM FOR THE CONSTRUCTION INDUSTRY

JOINT CENTER FOR URBAN STUDIES, HARVARD UNIVERSITY AND MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Daniel Quinn Mills, Kenneth S. Mericle, and Edward A. Markowitz

Contract 71-25-72-06
Project completed fiscal year 1975

Descriptors: CONSTRUCTION INDUSTRY; LABOR MARKET INFORMATION; JOB MATCHING; COMPUTER SYSTEMS; DATA SOURCES AND USE; MASSACHUSETTS, BOSTON; VERMONT

The purpose of this project was to produce a computerized construction employment recordkeeping and labor market information (LMI) system that industry participants could afford and would use. Widespread use of such a system would facilitate aggregation of multiregional and national industry statistics.

In the experiment, a computer-based LMI system was installed and operated in selected construction industry trades in the Boston and Vermont labor markets. The introduction of computer operations provided faster, more accurate information with no loss of privacy. The experiences of this experimental approach were compared to those of other attempts to systematize construction industry LMI, and an analysis was made to determine the general applicability of the working model to the information needs of the construction industry.

The project report discussed the costs of establishing and operating the LMI system, patterns of labor mobility that computerization helped to detect, and the impact of computerization on overall labor market efficiency for the trades included in the experiment. The researchers concluded that technical and practical feasibility of the LMI system was dependent on the size of the local employment activity and on establishment of cooperative arrangements among workers and employers.

Daniel Quinn Mills, Edward A. Markowitz, and Chester Fenton
September 1975
Available from Joint Center for Urban Studies, 50 Memorial Drive, Cambridge, Mass. 02139.

2-036 DEVELOPMENT OF A MODEL SYSTEM OF MANPOWER AND ECONOMIC INDICATORS AND FORECASTS FOR URBAN LABOR MARKET AREAS

MAYOR'S COUNCIL OF MANPOWER AND ECONOMIC ADVISORS
CHICAGO, ILL.

Samuel C. Bernstein, Mayor's Office of Manpower

Grant 21-17-73-48
Project completed fiscal year 1978

Descriptors: ECONOMIC FORECASTING; ECONOMIC INDICATORS; LABOR SUPPLY PROJECTIONS; MODELS; URBAN AREAS; CETA SERVICES AND PLANNING; ILLINOIS, CHICAGO

This project established a local data system and a labor and economic forecasting model to improve economic forecasting and employment and training planning in the Chicago city government. The data sets, methodological procedures, and organizational approaches developed are generally applicable to large urban markets.

Using existing data sources, the grantee developed an economic indicator system to provide data on population, labor force behavior and activity, employment, and income for small areas within the larger city area.

These data were designed especially for planning CETA programs. Hence the report discussed in detail the application of the indicator series to such planning.
July 1977

NTIS PB284217/AS

2-037 LOCAL LABOR MARKET ECONOMETRIC FORECASTING MODELS

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Carol Taylor, Ronald Oaxaca, and Arthur Denzau

Contract 20-04-76-55
Project still in progress

Descriptors: OCCUPATIONAL PROJECTIONS; LABOR SUPPLY PROJECTIONS; MODELS; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS; CALIFORNIA, SAN FRANCISCO; ARIZONA, PHOENIX; ARIZONA, TUCSON; MASSACHUSETTS, SPRINGFIELD; TENNESSEE, MID-CUMBERLAND; UTAH

The project seeks to develop local (SMSA) econometric models capable of generating detailed midterm (1- to 3-year) forecasts of labor demand and supply in local labor markets that are cyclically sensitive. The economic model will specify determinants of labor demand by industry (including government), such as wage rates, income, population, government expenditures, and transfers, as well as those of aggregate labor supply to the local area. Since these variables influence one another, their interactions will also be formulated in the model. In addition, the models should be capable of generating information regarding the economic impact on the local labor market, especially with respect to employment of alternative public policy options such as national policies to stimulate economic development or to reduce local unemployment.

Following this general development, the economic model will be applied to six local labor market areas. That is, the specific equations will be estimated using local data. Forecasts and simulations of policy alternatives will be made for 1 and 2 years into the future. Employment will be translated into occupational requirements using industry/occupational data.

2-038 A Metropolitan Area Econometric Model to Estimate Employment by Industry and Occupation and to Measure Local Impacts of Public Programs

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg and Matthew P. Drennan

Grant 21-36-77-17
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; EMPLOYMENT; UNEMPLOYMENT; OCCUPATIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; NEW YORK, NEW YORK

This study focuses on the development of a general econometric model linking the metropolitan economy to the national economy to facilitate the forecasting of economic activities of small areas, i.e., metropolitan areas and labor markets. Work thus far has been concentrated on developing models for the New York standard consolidated area (SCA) and the Baltimore standard metropolitan statistical area (SMSA).

To date, 183 national economic time series variables (from 1950 through 1976) have been coded, keypunched, and stored in the on-line computer system. Initially, 183 national variables were identified from published sources; about 110 additional national time series variables have been created and stored and are also accessible by terminal. The created variables are primarily constant dollar measures of national income by detailed industries and national income per employee by industry.

For the New York SCA, about 120 time series variables have been coded, keypunched, and stored in the on-line computer system. An equal number of time series variables have been computerized for New York City. Time series data for the Baltimore SMSA and the city of Baltimore have been collected but are not yet accessible on the computer system. Very detailed employment data by industry and occupation for noncensus years for the New York SCA and New York City have been obtained from the New York State Department of Labor through 1974.

2B 3. GEOGRAPHIC AREA ANALYSES AND PROJECTIONS

2-039 Manpower Problems and Economic Opportunities in an Adjusting Regional Economy: The Upper Peninsula of Michigan

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Kenneth L. Parkhurst

MDTA 16-64
Project completed fiscal year 1966

Descriptors: LABOR SUPPLY PROJECTIONS; MODELS; LABOR FORCE PARTICIPATION; REGIONAL PLANNING; MICHIGAN, UPPER PENINSULA

This project undertook a structural economic analysis of Michigan's Upper Peninsula, as a first step toward formulating a comprehensive regional employment and training program. Specific objectives were to: (1) Evaluate employment and training problems in the region; (2) identify present and future labor requirements by industry; (3) identify the present and future labor force; and (4) demonstrate the potential role of a regionally based institution in analyzing and implementing a regional development program.

The study found that outmigration during the 1950's reduced both the civilian labor force and the population of working age (18-64 years), but not enough to bring about reasonably full employment, even though the labor force participation rate decreased, and by 1960 was 11 percentage points below the national level. Hence, the author concluded Government retraining and relocation programs could be beneficial.

A major additional aspect of the study was the development of an econometric model to forecast the labor requirements of the Upper Peninsula's economy. This model could be applicable to other regional economies with similar employment and training problems.

1966

NTIS PB177188/AS
Also available from ERIC—MP 000379

2-040 Projective Models of Employment by Industry and by Occupation for Small Areas: A Case Study

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Louis P. Harms

Contract MDTA 41-64
Project completed fiscal year 1966

Descriptors: LABOR DEMAND PROJECTIONS; SMALL LABOR MARKETS; METHODOLOGY; MODELS; DATA SOURCES AND USE; MONTANA, SILVER BOW COUNTY

This research developed models for projecting employment by industry and occupation for local areas, for possible application in local implementation of employment and training policies, and in planning for the development of economic and human resources. Three models for making long-range industry and occupational employment projections were developed based on *Census of Population* data for 1950 and 1960, annual industry data from the Bureau of Employment Security, and information from other sources. The models were then applied to Silver Bow County, Mont., where Butte is located, to derive projections for 1970, 1975, and 1980.

The basic historical-trend data model was used to show the national and State influence on local projections by computing the relative importance of key industries' local employment compared with that in the Nation or State. The final judgmental model incorporated the influence of output or demand factors, costs, productivity, and other relevant factors. In addition, a method of making short-range industry projections based on export coefficients and an employment multiplier was also demonstrated. Methods for estimating labor supply were also demonstrated and future net job opportunities or losses were estimated.

1966

NTIS PB177414/AS
Also available from ERIC—MP 000159

2-041 Methodology for Projection of Occupational Trends in the Denver Standard Metropolitan Statistical Area

UNIVERSITY OF COLORADO
BOULDER, COLO.

Leslie, Fishman

Contract MDTA 42-64
Project completed fiscal year 1966

Descriptors: OCCUPATIONAL PROJECTIONS; LABOR MARKET AREAS; MODELS; METHODOLOGY; LITERATURE REVIEW

The objective of the study was to survey and evaluate the state-of-the-art of local occupational employment and training projections. It reviewed and analyzed the literature and techniques of employment projections and the various theoretical approaches to occupational forecasting. It evaluated the sources and limitations of available data for making these forecasts, and assessed the needs and possible methods for improving national and local industry and occupational employment

statistics. In addition, it cataloged various types of national and local occupational demand forecasts currently prepared in the United States and attempted to measure their precision and adequacy for program and planning purposes.

The author also developed several tables showing the nature of production relationships between industries in a local area and the distribution of employment in each major industry by major occupation. These tables were used in constructing a preliminary experimental model of the Denver area economy. From the model the predicted employment in 20 major occupations in 10 major industries for 1970 and 1975.

The report reviewed the various methods available for a projection of occupational requirements for a Standard Metropolitan Statistical Area (SMSA) and the data available to supplement these approaches, and recommended theoretically ideal methodology and data collection techniques.

The report also provided: (1) A detailed annotated bibliography on employment projections and data available for making these projections; and (2) an economic model for major occupations in 10 major industries in the Denver SMSA using econometric and matrix techniques.
1966

NTIS PB177325/AS
Also available from ERIC—ED 016132

2-042 The Determinants of Labor Force Participation Rates in the Ozark Low-Income Area

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Barry A. Kinsey, Larkin B. Warner, and Robert L. Sandmeyer

Contract 81-38-66-20
Project completed fiscal year 1967

Descriptors: RURAL AREAS; LOW INCOME; FARMWORKERS; OZARKS

This exploratory study was concerned with various factors associated with labor force participation rates in a rural low-income area. The study utilized, in part, data from the Current Population Survey of the Bureau of the Census, and intended to use the information developed from this initial work as the basis for a proposed field survey to evaluate existing manpower policies as they apply to rural low-income areas, and to recommend programs aimed at alleviating general underutilization of human resources in such areas.

The project was modified to omit the field survey. However, findings from the exploratory phase of this study revealed that declining employment opportunities in the farming sector have not been adequately offset by expanding demand in industries which traditionally employ large numbers of men. On the other hand, the entry of an increasing proportion of women into the nonfarm labor force has created wage patterns which have attracted business firms that can rely on a relatively unskilled and low-paid female work force. The combination of these male and female employment patterns has resulted in a depressed wage level and a large population group—both working and nonworking—below the poverty line.
1966

NTIS PB178390/AS

2-043 Economic Forecasting Model of the State of Vermont

THE UNIVERSITY OF VERMONT, JOINTLY SPONSORED WITH THE VERMONT CENTRAL PLANNING OFFICE
BURLINGTON, VT.

David A. LeSourd

Grant 91-48-66-05
Project completed fiscal year 1967

Descriptors: INPUT-OUTPUT MODELS; VERMONT

The primary goal of this research project was to construct a modified input-output model of the State of Vermont. For industrial sectors—as defined for this study, data were collected for the State as a whole and by county on the number of firms and their size. A stratified representative sample of firms were asked for information on sales, by markets. The output table for the State was then constructed, analyzed, and tested.
1967
ETA

2-044 An Input-Output Model for State Manpower Projections

UNIVERSITY OF OREGON
EUGENE, OREG.

Donald A. Watson

Grant 91-39-66-38
Project completed fiscal year 1971

Descriptors: INPUT-OUTPUT MODELS; LABOR DEMAND; OREGON

This study developed an input-output model of the Oregon economy in 1963 which was designed to permit distinctions between the effects of imports and exports on the State's economy and included households as a producing and consuming industry. This model was used to examine the demand for employment by occupation group for 68 major industrial classifications, corresponding to the classifications used in a national interindustry model for 1958. The study then illustrated use of the model for manpower planning.

The researcher maintained that tying State or area models closely to national data and refining those data for local use can save much time and money.
1971

NTIS PB193588/AS

2-045 A Determination of the Special Labor Force Problems Created by Significant Participation of Retirees

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Dale O. Cloninger

Grant 91-10-66-67
Project completed fiscal year 1967

Descriptors: RETIREMENT; OLDER WORKERS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; FLORIDA, PINELLAS COUNTY

This project considered the special employment and income problems created by substantial numbers of retirees resettling in an economically dynamic area. The researcher measured the labor force participation rate, the extent of postretirement work activity, and the unemployment rate of those defined as the retired population. He also considered the effects on local employment and wages of a reservoir of skilled, experienced people who may frequently be willing to work for lower wages, and the implications of policies related to alleviating adverse effects on the nonretiree labor force. Basic data were gathered through questionnaires from a sample survey of 1,229 retired households in Pinellas County, Fla., from private and public data collection agencies, and through interviews with members of the business community.
1967
Available as *Florida's Latent Resource: The Retired—Business and Economic Dimensions,* University of Florida Press, Gainesville, Fla.

2-046 UNEMPLOYMENT IN THE URBAN CORE: AN ANALYSIS OF THIRTY CITIES WITH POLICY RECOMMENDATIONS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Stanley L. Friedlander

Contract 81-34-68-44
Project completed fiscal year 1972

Descriptors: BLACKS; MODELS; INDUSTRIAL STRUCTURE; INNER-CITY RESIDENTS; URBAN AREAS; UNEMPLOYMENT; YOUTH; ECONOMIC GROWTH; DISCRIMINATION

This study analyzed unemployment in the 30 largest cities and in 16 slum areas of those cities to ascertain the causes of differentials among cities and slum areas. Data for 1960 and 1966 were used to test three models: (1) The economic role of supply and demand for labor; (2) industrial structure of the local labor market; and (3) labor market rigidities focusing on education, health, discrimination, mobility, information, and illegal activities. The study also analyzed the unemployment problems of young workers, including the results of interviews with young black residents in one slum area who were neither full-time students or workers nor members of the Armed Forces with respect to their work histories, vocational experiences, work attitudes and expectations, sources of income, and living arrangements.

Primary findings: (1) In periods of recession (1960) or of prosperity (1966), lower unemployment rates were never found in cities where the economy and employment were not growing, but growth did not always assure low unemployment. (2) The industrial structure of the urban economy was a major force in explaining unemployment in 1966 among slum dwellers and in both 1960 and 1966 among youth, who had very few employment opportunities in cities dominated by construction, manufacturing, and finance, insurance and real estate. (3) The urban economy was segmented into three layers—primary, secondary, and illegal—with minority groups concentrated in the latter two; illegal activities and income acted as an important safety valve for people barred by discrimination from higher paying jobs for which their education qualified them. (4) Spatial barriers in the urban labor market, such as job dispersal, were found to be unimportant in determining the unemployment problems of the urban labor force.

Major recommendations: (1) If employment and training policies are to benefit the urban labor force, including the most disadvantaged workers, a commitment to full employment needs to be supplemented by an expanded program of employment in public service, with special emphasis on jobs that can lead to careers. (2) The program should be accompanied by a major attack on employment discrimination, with more funds and personnel for the Equal Employment Opportunity Commission, the U.S. Department of Labor's Federal Contract Compliance Office, and State and local government antidiscrimination activities. moreover, government should develop new tests and new recruitment practices to absorb greater numbers of disadvantaged workers. (3) Also recommended is more emphasis on skills and the productivity of the young labor force rather than on educational attainment and certification. (4) Industrial development programs and housing and transportation programs should be initiated to open up new job opportunities in the primary labor market for the disadvantaged. The development of experimental programs, such as private cost-plus- or fee-plus-incentive contracting and wage subsidy programs, with on-the-job training, upgrading, and transfer between public and private employment also holds promise.

1972

Available from Praeger Publishers, New York

2-047 THE RELATIONSHIP BETWEEN UNEMPLOYMENT AND COMMUTING WITHIN GEOGRAPHICAL AREAS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Louis H. Stern

Grant 91-46-68-48
Project still in progress

Descriptors: COMMUTING; STANDARD METROPOLITAN STATISTICAL AREA (SMSA); LABOR MARKET AREAS

This pilot study is considering whether 15 regions delineated as standard metropolitan statistical areas (SMSA's) are actually adequate for labor market analyses.

Using 1960 census data, the study seeks to determine whether an SMSA's unemployment rate is an appropriate economic indicator for any of its geographic subdivisions. It is testing the hypothesis that commuting to jobs within the area generally equalizes unemployment rates among the subdivision residents who are in the labor force, allowing for differences in occupation, sex, and racial or ethnic group.

2-048 NEW BUSINESSES AND URBAN EMPLOYMENT OPPORTUNITIES

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Kenneth McLennan and Paul Seidenstat

Contract 81-40-69-20
Project completed fiscal year 1972

Descriptors: INNER-CITY RESIDENTS; JOB LOCATION; METROPOLITAN AREAS; URBAN PROBLEMS; LABOR DEMAND; LABOR MARKET AREAS; GEOGRAPHIC LOCATION; PENNSYLVANIA, PHILADELPHIA

This project investigated the effects of business movement into, out of, and within Philadelphia on employment—particularly on access to job oportunities by inner-city residents—by occupation, type, and characteristics of industry in low-income and high-income sectors of the area. The study also analyzed the geographic concentration of employment by industry in relation to residence of workers and commuting patterns, and factors affecting firms' choice of location.

Data were obtained from firms which, during 1967: (1) Entered or left the central city; (2) changed location within the central city; and (3) entered or left a suburban county witin the the Philadelphia area. In addition, 1968 employment data were obtained for all firms in the city, by location and industry.

Overall, Philadelphia gained 4,000 jobs from shifting of businesses into and out of the city in 1967, while ghetto sections lost 450 jobs. Notable overall losses were observed in the machinery and chemicals, leather, textiles, and apparel.

Firms entering and leaving were about the same size except in manufacturing, where larger firms were leaving and smaller ones entering. A surprisingly large proportion of entry and exit firms were family-type businesses which did not employ significant numbers of workers.

A major finding was that job opportunities were concentrated within the central core of the city, so that ghetto residents lived close to a substantial proportion of city jobs. However, for some of those who relied on public transportation to work, isolation from major transportation routes was a problem needing further study.

The findings confirmed other evidence that low-income sections of cities do not attract new or expanding firms in most industries.

To reduce ghetto unemployment, a selective policy which concentrates on assistance to companies willing to invest in employment and training of disadvantaged workers, similar to the JOBS program, would have possibilities of success, in the researchers' opinion. Furthermore, they recommended that attempts to develop more minority group entrepreneurs also should encourage them to start their new business in sections of the city which present the greatest opportunities, not just in the ghetto.

August 1972

NTIS PB230871/AS
Also available from D. C. Heath and Co., Cambridge, Mass., 1972

2-049 A Multi-Sector Simulation Model of Employment, Income, and Economic Growth in Puerto Rico: A Reevaluation of "Successful" Development Strategy

YALE UNIVERSITY
NEW HAVEN, CONN.

Richard Weisskoff

Grant 91-09-71-03
Project completed fiscal year 1972

Descriptors: EMPLOYMENT; INCOME; INPUT-OUTPUT MODELS; ECONOMIC DEVELOPMENT; PUERTO RICO

This study examined the historical effects of economic growth on income distribution and employment mix in Puerto Rico, applying a comparative static input-output model, augmented to include detailed income and skill classes. The objective was to ascertain whether the drive to increase exports and raise the standard of living had undercut the objective of increasing employment.

It was found that 1963 production would have required 84 percent more workers than in 1953 had there been no technological changes. Instead, interindustry shifts and rising productivity held the increase to 60 percent of the potential. Ironically, it was not the new export industries which offered employment to workers displaced from agriculture and the needlework trades, but government, trade, personal services, and construction. However, many of the displaced workers migrated to the United States because they had no income and no skills that could be used in Puerto Rico. Thus, the increases in living standards that were sought occurred mostly among upper middle class persons. Had the income increases been more evenly distributed, there would have been even weaker labor absorption and higher outmigration,the researcher concluded.

Projections to 1980 of different growth patterns—"balanced" growth, an export boom, and a construction boom—indicated that all would bring further displacement of unskilled men and expand the employment of higher skilled women. Thus, the researcher concluded that a new strategy was needed which would maximize domestic employment instead of emphasizing increases in income.

The basic data used in the model were updated under subsequent grants (91-09-74-31, 91-19-75-26, and 91-19-77-31).

1972
ETA

2-050 Income Distribution and Employment in Puerto Rico, 1948-1976

IOWA STATE UNIVERSITY
AMES, IOWA

Richard Weisskoff

Grants 91-09-74-31 and 91-19-75-26
Project completed fiscal year 1977

Descriptors: EMPLOYMENT; INCOME; ECONOMIC DEVELOPMENT; INPUT-OUTPUT MODELS; PUERTO RICO

This study extended the researcher's earlier work in analysis of Puerto Rican economic development in the postwar period. (See grant 91-09-71-03).

In this project, a new employment matrix based on analysis of the 1/1,000 sample of the 1970 census was developed for the input-output model produced in the earlier study. The 1970 census data were also used to modernize the underlying data on family income and expenditures.

Using the new data, the study then calibrated a detailed model for 1970, made projections to 1980, and compared the sensitivity of the economy to alternative strategies of import substitution, export substitution, and income redistribution.

October 1976
NTIS PB274310/AS

2-051 Organizational Strategies for Preserving Jobs and Strengthening Local Economies

CORNELL UNIVERSITY
ITHACA, N.Y.

William F. Whyte

Grant 91-36-76-39
Project completed fiscal year 1978

Descriptors: ORGANIZATIONAL STRUCTURE; EMPLOYMENT TERMINATION; ORGANIZATIONAL ENVIRONMENT

The purpose of this research grant was to support the startup planning and initial fieldwork for a 3-year project (sponsored by the National Institutes of Mental Health) examining five firms in which plant shutdowns were averted through a shift from outside corporate ownership to local and/or employee ownership. The project traced the recent history of each firm, with special emphasis upon developments leading up to the shift in ownership, and identified the problems and processes of building an effective organization under the new form of ownership.

Two distinct stages in the early history of employee or employee-community ownership were discerned. The first stage was one of euphoria and relief at the firm's survival, accompanied by preoccupation with getting the job done. Six months to a year after revival of the firm, there was a growing sense of frustration, confusion, and latent conflict—apparently because neither employees nor managers have any clear ideological commitment to economic democracy.

June 1978
ETA

2-052 Employment and Income Projections for Puerto Rico in the 1980's

IOWA STATE UNIVERSITY
AMES, IOWA

Richard Weisskoff

Grant 91-19-77-31
Project still in progress

Descriptors: LABOR DEMAND; INPUT-OUTPUT MODELS; PUERTO RICO

The goals of this research are: (1) To make employment projections through the 1980's under alternative growth paths; (2) to compare these employment alternatives with different population projections made under realistic assumptions about return migration; and (3) to sample urban and rural families to test the stability of expenditure coefficients derived from a 1963 family budget survey, used in an earlier model. (See grants 91-09-71-03, 91-09-74-31, and 91-19-75-26.)

Previous work resulted in a multisector input-output simulation model. This study will utilize several economic indexes and indicators from the input-output model. These indicators include occupation-by-industry classification, family income distribution, and wholesale and retail price indexes.

This research should provide direction to those planning policies to combat unemployment in Puerto Rico. Proposed changes in employment and income policies to stimulate economic growth are also anticipated.

2-053 Employment Growth in Middle-Size Cities

CONSERVATION OF HUMAN RESOURCES, COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg and Thomas M. Stanback.

Grant 21-36-78-33
Project still in progress

Descriptors: INDUSTRY PRACTICES; METROPOLITAN AREAS; JOB STRUCTURE; EMPLOYMENT OPPORTUNITIES; NORTH CAROLINA, CHARLOTTE; OHIO, COLUMBUS; COLORADO, DENVER; TENNESSEE, NASHVILLE; ARIZONA, PHOENIX

This research will assess the extent to which changes in the industrial structure and locations of metropolitan economies are changing the job opportunities of different groups.

The researchers will investigate five SMSA's—Charlotte, Columbus, Ohio, Denver, Nashville, and Phoenix—all of which are growing faster than the national rate. They will examine the reasons for this growth and try to determine its effect on employment characteristics. For purposes of comparison, they will also examine statistics on a number of other medium-sized metropolitan areas.

The contractor will use several data sources to identify patterns associated with job increases and decreases in a metropolitan area. These sources include the social security Work History Sample, *Employment and Earnings*, Bureau of the Census Enterprise Statistics, Census of Manufactures, Dun and Bradstreet tapes, and interviews with public, corporate, and union leaders.

This report is expected to help employment and training planners and administrators understand the causes of trends within middle-sized cities that contribute to economic growth or decline. By doing so, it should assist them in developing appropriate policies to obtain the greatest possible benefit from the funds available for job creation and training programs.

2B 4. INDUSTRY, EMPLOYER, AND OCCUPATION ANALYSES AND PROJECTIONS

2-054 OCCUPATIONAL EMPLOYMENT PATTERNS FOR 1960 AND 1975

BUREAU OF LABOR STATISTICS,
WASHINGTON, D.C.

Harry J. Greenspan

Contract MDTA 23-64
Project completed fiscal year 1968

Descriptors: OCCUPATIONAL PROJECTIONS; EMPLOYMENT; ECONOMIC FORECASTING

Projections were developed for occupational patterns in 1975 in approximately 125 industries. These, together with projections of employment by industry, were used to develop estimates of employment requirements for about 100 occupations which require specialized training or extensive education.

Data from the 1960 census and other sources, and from studies of technological change and other factors likely to modify past trends, were used to prepare detailed 1975 occupational patterns for industries.

The study indicated that white-collar employment would probably increase to 48 percent of total employment by 1975. Blue-collar employment was expected to increase, but to have a smaller share of total employment—about one-third. Both the number and share of service workers were expected to continue their long-term growth. Similarly, a continuing decline was foreseen for farmers and farm laborers.

1968

GPO AVAILABLE IN BLS BULLETIN NO. 1599, 1968; BLS BULLETIN NO. 1606, 1969, (*Tomorrow's Manpower Needs, National Manpower Projections and a Guide to Their Use as a Tool in Developing State and Area Manpower Projections*, vol. I, *Developing Area Manpower Projections*: vol. II, *National Trends and Outlook: Industry Employment and Occupational Structure*: vol. III, *National Trends and Outlook; Occupational Employment*: vol. IV, *the National Industry-Occupational Matrix and Other Manpower Data*

2-055 MANPOWER UTILIZATION AND REQUIREMENTS IN LIBRARY AND INFORMATION SERVICES

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Paul Wasserman and Mary Lee Bundy

Grant 91-22-66-08
Project completed fiscal year 1967

Descriptors: LABOR UTILIZATION; LABOR DEMAND; LIBRARIES

This project developed a blueprint for investigation of labor needs and utilization in libraries and allied information services. Relevant literature was reviewed, background materials prepared, and a seminar of labor, social science, and library authorities considered key labor problems in the field of library services.

1967

Available in "Manpower Blueprint," *Library Journal*, Jan. 15, 1967; "The Library and Information in a Time of Change," *Pacific Northwest Library Association Quarterly*, January 1967

2-056 OCCUPATIONAL SURVEY OF STATE AND LOCAL GOVERNMENT EMPLOYMENT

BUREAU OF THE CENSUS
WASHINGTON, D.C.

David P. McNelis

Contracts 81-09-66-10 and 81-09-68-46
Project completed fiscal year 1969

Descriptors: METHODOLOGY; STATE AND LOCAL GOVERNMENTS; SOCIODEMOGRAPHIC CHARACTERISTICS; OCCUPATIONAL STRUCTURE; GOVERNMENT WORK

In this project, the first stage tested the feasibility of developing new occupational information on the characteristics of nonteaching personnel of State and local governments. A personal canvass of a sample of governments was made to identify employees by government functions (type of agency) and the employees were than canvassed by mail to obtain demographic and related information. This pilot survey affirmed the feasibility of such an approach.

Next, the Bureau of the Census sought to complete the planning and framework for a nationwide, two-stage mail survey of State and local governments using the tested method.

With support from the Department of Housing and Urban Development, questionnaires were developed and cost estimates made for a survey of all States and all local governments employing at least 300 workers, with a sampling of those employing fewer than 300. A total of 4,870 State and local agencies would be surveyed, representing more than 3.7 million employees, of whom over 37,000 would be contacted.

A trial effort to collect data on budgeted jobs and vacancies revealed that a highly specialized separate survey would be required.

Interest in this project has been expressed by a number of agencies having program responsibilities in various State and local government programs. The Census Bureau plans to incorporate the survey procedures developed to date into the 1972 Census of Governments if multiagency funding arrangements cannot be consummated early in fiscal year 1970.

1969

ETA

2-057 A STUDY OF METHODS FOR FORECASTING EMPLOYMENT

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Adolf Sturmthal

Grant 91-15-66-29
Project completed fiscal year 1968

Descriptors: LABOR DEMAND; RAILROADS; METHODOLOGY

This methodological study evaluated the effectiveness of several methods for projecting labor requirements. Data for the U.S. railroad industry from 1947 to 1960 were used to project total and occupational employment on the railroads for 1961 to 1964. These projections were then compared with actual figures. Of the linear regression techniques tested, the researcher concluded, extrapolations from observed values of employment, regressed in time, produced the best estimates of the rate of change in employment. Still better, he found, were estimates derived from the relationship between factor inputs and outputs of the industry, that is, those based on a production function. Finally, he found that all of the techniques produced more accurate projections for aggregate than for occupational employment. Applicability of these findings to other industries may be limited, according to the researcher, since the railroads are a regulated industry and since there has been a steady downtrend in total railroad employment.
1969

NTIS PB178008/AS
Also available from ERIC—MP 000671

2-058 MANPOWER AND TECHNOLOGY IN BITUMINOUS COAL MINING: 1956-70

INDIANA UNIVERSITY
BLOOMINGTON, IND.

C. L. Christenson and W. H. Andrews

Grants 91-16-66-32 and 91-16-67-40
Project completed fiscal year 1971

Descriptors: MINING; EMPLOYMENT TERMINATION; LABOR DEMAND; TECHNOLOGY AND TECHNOLOGICAL CHANGE

This study of work force adjustments in bituminous coal production focused on changes in the sources of consumer demand, which induced concomitant shifts in production sources and technology. It was based on data from the Bureau of Mines and a synthesis of the literature.

In 1964, the number of mineworkers was 100,000 below 1956, whereas production was virtually the same. Mine shutdowns may have accounted for about one-fourth of the decrease, while the remaining workers were employed more hours per week and more weeks per year. But the major factor was a large increase in output per man-day, as strip and auger mines increased their share of the market and many underground mines adopted undercutting machinery, mechanized loading, and the "continuous miner," which combines both operations. Underlying the changes in productivity were the increasing prevalence of long-term contracts and captive ownership, as manufacturing firms and electricity generating stations, plus foreign buyers, supplanted railroads and households as the industry's major customers.

It was estimated that nearly 50,000 of the displaced mineworkers were not absorbed by normal attrition, internal transfer, or early retirement. Heavy unemployment continued for many years in some coal communities, particularly in Appalachia, which used a disproportionate share of the industry's workers.
1971

NTIS PB195004/AS

2-059 MANPOWER PLANNING AND FORECASTING IN THE FIRM: AN EXPLORATORY PROBE

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Herbert G. Heneman, Jr. and George Seltzer

Grant 91-25-67-10
Project completed fiscal year 1969

Descriptors: LABOR DEMAND PROJECTIONS; EMPLOYER PRACTICES AND POLICIES; INTERNAL LABOR MARKETS; MONOGRAPHS; MINNESOTA

This pilot study of the extent and nature of employment forecasting was based on a questionnaire sent to most Minnesota firms with over 500 employees, of which about two-thirds (69) responded. In addition, case histories were obtained in interviews with 25 of the firms that made forecasts.

Of the 69 firms responding, 50 (or 72 percent) made forecasts of some or all of their manpower requirements and half as many forecast external labor supply. Forecasting of requirements was more prevalent in nonmanufacturing than in manufacturing industries and in large than in small firms.

Sales and internal labor supply were most often considered in forecasting requirements, by 62 and 45 percent of the firms, respectively. Other considerations, in the order of frequency, were facilities expansion, external labor supply, outside forecasts, turnover, new products, and technological and administrative changes.

All employee groups were covered by forecasts in 34 percent of the companies. Forecasts were limited to managerial and administrative employees in 22 percent, and the remainder showed no clear forecasting procedures on occupational patterns.

Nine of every 10 forecasts of requirements were used in recruiting. Only about 1 in 3 were used in planning budgets, training, and transfers and promotions.

Only 3 of the 25 firms interviewed regularly checked the accuracy of their forecasts. Indeed, the experience of those companies that had participated in the Area Skill Survey in November 1963 suggested that "...only when employment levels change can labor forecasting activities be demonstrated to be superior to a naive projection."
1969

NTIS PB179078/AS
ETA
Also available in Employer Manpower Planning and Forecasting, Manpower R&D Monograph No. 19, 1970; ERIC—MP 001008

2-060 PRODUCTIVITY CHANGE FOR CARPENTERS AND OTHER OCCUPATIONS IN THE BUILDING OF SINGLE-FAMILY DWELLINGS AND RELATED POLICY ISSUES

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Sara Behman

Grant 91-05-67-61
Project completed fiscal year 1972

Descriptors: LABOR DEMAND; CONSTRUCTION INDUSTRY; PRODUCTIVITY; CALIFORNIA, ALAMEDA COUNTY

This study developed estimates of productivity for carpenters and several related occupations. The data related to onsite labor used in building single-family dwellings in Alameda County, Calif., in 1930 and 1965. Data for four typical houses built in each year (defined through analysis of building permits) were used to examine unemployment, labor forecasting, and the effect of wage rate increases on house prices.

The major finding was that average productivity for workers in the 11 occupations increased by 3.2 percent a year between 1930 and 1965, ranging from 1.7 percent for carpenters to 7.4 percent for hod carriers. Had the industry not changed its methods and organization, the sixfold increase in the volume of housing would have required 45 percent more carpenters than were actually used in 1965. If this fact is not taken into account, the study warns, projections of require-

ments will be overestimates. It was also found that rising productivity did not entirely offset wage increases.
1972

NTIS PB203500/AS

2-061 Private Household Employment in the United States: An Exploratory Project

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David Chaplin

Grant 91-53-69-03
Project completed fiscal year 1970

Descriptors: HOUSEHOLD WORKERS; LITERATURE REVIEW; TAXES; BLACKS; JOB LOCATION; LABOR DEMAND

This study analyzed and reassessed the data on private household employment from 1900 to 1960 to suggest desirable and feasible reforms in the working conditions of domestics.

The researcher's review of the statistics on household workers suggested that the country has ended a long process of derationalization in which fewer workers per household were expected to perform more and more tasks on an increasingly part-time basis. However, he believed that census statistics underestimate the number of such workers by about one-third.

Most problems concerning reform of domestic service as an industry were related to the growing predominance of blacks in the occupation. The major structural problem was seen as rationalizing personal care (i.e., for children and dependent adults) in private homes. The researcher also found that the increasing blackness of ghetto areas, their distance from (and poor transportation to) employer areas, and the resulting disruption of lower class black family life would make the continuance of domestic service under current conditions untenable.

Nevertheless, he believed that reform could be accomplished through a comprehensive program. The major suggestion was a tax exemption for employers who pay domestic servants at least the Federal minimum wage and who were themselves either employed or seriously pursuing education.
1970

NTIS PB192689/AS

2-062 A Survey of State and Local Government Employee Characteristics

BUREAU OF THE CENSUS
WASHINGTON, D.C.

David Nikkel and Kenneth Anderson

Contracts 81-11-71-19 and 82-11-72-29
Project completed fiscal year 1976

Descriptors: LABOR MARKET INFORMATION; LABOR SUPPLY; UPGRADING; STATE AND LOCAL GOVERNMENTS; OCCUPATIONAL INFORMATION; FEASIBILITY STUDY

The major purpose of this study was to develop and test methods for providing information needed for training and upgrading workers to help State and local governments respond to rising demands for services and take advantage of Federal assistance for public service employment.

The project involved a two-stage mail sample survey to obtain data on selected characteristics of State and local employees in five States. Stage I was a mail survey of a representative sample of State agencies (excluding educational institutions) and local governments (excluding school districts and dependent school systems) in each of five States in order to obtain a random sample listing of employees' names and addresses. Stage II was a mail survey of the individuals reported in the sample listings to obtain data on race, sex, age, level of education, government function in which employed, income group, merit system coverage, years in present job, job mobility, and specialized training. Alternative versions of the employee questionnaire items were tested.

It was found that:

(1)It is feasible to select employee samples from State and local government rosters, but precautions need be taken to assure that names and addresses are current and complete.

(2)Employer selection of sample employees involves too great an error factor for reliable results; samples should be drawn by trained field or central office staff.

(3)The response rate from the employee questionaires was inadequate to allow meaningful generalizations about employee characteristics. It was found that better results could be obtained by using employer records for basic characteristics, supplemented by use of a mail questionnaire to employees, with intensive followup by phone and field visit for needed additional data items.
1975

ETA

2-063 An Economic Analysis of the Demand for State and Local Government Employees

LOYOLA UNIVERSITY
CHICAGO, ILL.

Ronald G. Ehrenberg

Grant 91-17-71-26
Project completed fiscal year 1972

Descriptors: LABOR DEMAND; STATE AND LOCAL GOVERNMENTS; EARNINGS; HIRING PRACTICES; MODELS

This study investigated the relationships between increasing salaries of State and local government employees, the amount of full-time State and local government jobs, and the hiring standards or "quality levels" for workers demanded in the public sector.

Using 1958-69 Census Bureau data aggregated on an individual State basis and constructing theoretical models depicting certain State and local budgeting activity, particularly the substitution across different functional categories of employees as their relative wages change, and the employment levels of and services provided by State and local governments, the researcher analyzed the impact of various economic variables on State and local government employment.

The models showed that increasing wages may also raise minimum hiring standards, suggesting that attempts to utilize the public sector as a source of last resort employment for the disadvantaged may be frustrated without appropriate subsidy schemes for the workers. The researcher also concluded that it is not clear that increasing the wages of public employees relative to those in the private sector is the appropriate way to reduce urban government labor shortages.

Additional findings included: (1) Although State and local government decisionmakers responded to market forces in determining employment levels, these market forces did not appear strong enough to prevent public employees from obtaining substantial wage increases in the future. (2) Population density was positively related to government employment levels in public welfare, hospital, police, fire, and sanitation functions. (3) Educational employment was positively related to the proportion of the population between ages 5 and 17, while public welfare and hospital employment was positively related to the proportion of the population over age 65. (4) Police and fire protection employment appeared to be the most essential government services, while highway, natural resources, and sanitation were the least essential, as evidenced by the relative wage elasticities for these functions. (5) An increase in the average wage of public employees, or a decrease in the value of a unit of service to the public, may decrease the ratio of actual to authorized employment.
1972

NTIS PB202894/AS

2-064 Short-Run Employment Fluctuations in Public Utilities

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

David J. Smyth

Grant 91-06-72-45
Project completed fiscal year 1974

Descriptors: PUBLIC UTILITIES; LABOR DEMAND PROJECTIONS; PRODUCTIVITY; MODELS

This study applied to the public utilities sector an extension of the short-run employment function model that has proved successful elsewhere.

A model in which actual employment was linked to desired employment was derived from a Cobb-Douglas production function. The model was fitted to quarterly and annual data for public utilities and was shown to have considerable explanatory use.

The study found that since World War II the average lag of employment behind output has been approximately 2 years in the electric and gas industries and 18 months for telephone utilities. For all three industries, desired employment changed proportionately less than the rate of capital stock utilization in response to output changes. Attention was also given to labor supply conditions and implications of the results for estimates of output per person.
February 1974

NTIS PB228259/AS

2-065 An Economic Analysis of Municipal Government Employment and Wages

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Ronald G. Ehrenberg

Grant 91-25-73-09
Project completed fiscal year 1974

Descriptors: STATE AND LOCAL GOVERNMENTS; PUBLIC EMPLOYMENT PROGRAMS; UNIONIZATION; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGE STRUCTURE

The study developed an empirical analysis of the labor market for municipal government employees, seeking to ascertain the determinants of such variables as: (1) The total level of municipal government employment in a city and the average quality of the work force; (2) the distribution of municipal employees across functional categories (such as police, fire protection, and sanitation); and (3) the level and structure of wages for municipal government work. Data were drawn primarily from the Bureau of the Census and the 1967 County and City Data Book.

The first analysis indicated that the demand for virtually all categories of employees tended to be wage inelastic. The impacts of municipal employee unionization, the form of municipal government (mayor, city manager, or commission), and the number of local governments in an SMSA on the parameters of the estimated demand equations were also investigated. Based upon these estimated employment demand equations, the author presented simulations of the potential net job creation effect of a public sector employment program and the net disemployment effect that public employee unions would face if they pushed up the relative wages of their members.

The second analysis presented estimates of an interrelated model of municipal employee wage determination that allowed for occupational and geographic wage spillovers, of union/nonunion relative wage differentials for several categories of noneducational employees, and of the impact of form of municipal government on wages and the extent of monopsony power of local governments. Owing to the presence of municipal employee unions in central cities (suburbs), public employees' wages appeared to be about 4 percent higher in suburbs (central cities) than they would be otherwise.
November 1973

NTIS PB225073/AS

2-066 Labor in the Public and Nonprofit Sectors

PRINCETON UNIVERSITY
PRINCETON, N.J.

Daniel S. Hamermesh

Grant 21-34-73-27
Project completed fiscal year 1975

Descriptors: WAGES; COLLECTIVE BARGAINING; UNIONIZATION; LABOR DEMAND; UNIVERSITIES AND COLLEGES; PUBLIC SECTOR; WAGE STRUCTURE; CONFERENCES; NONPROFIT INDUSTRIES (INSTITUTIONS)

This conference, jointly sponsored by the grantee and grantor, was held at Princeton, N.J., May 7-8, 1973. Outstanding scholars in their respective fields presented and gave critiques of the following papers: (1) The Theory of Employment and Wages in Nonprofit Industry; (2) The Incidence of Strikes in Public Employment; (3) The Demand for Labor in the Public Sector; (4) Wage Determination in the Public Schools and the Effects of Unionization; (5) The Effect of Government Ownership on Union Wages; and (6) Demand for Labor in a Nonprofit Market: University Faculty. The proceedings of the conference have been published.
1975

NTIS PB243663/AS
Princeton University Press, Princeton, N.J.

2-067 The Emergence of a Service Society: Demographic and Sociological Aspects of the Sectoral Transformation of the Labor Force in the United States

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Harley L. Browning and Joachim Singlemann

Grant 21-48-73-45
Project completed fiscal year 1976

Descriptors: WOMEN; AGE DIFFERENCES; LABOR FORCE BEHAVIOR; OCCUPATIONAL MOBILITY; SERVICE INDUSTRIES; MINORITIES; OCCUPATIONAL STRUCTURE; INDUSTRIAL CLASSIFICATION

Under this grant, the researchers have developed a classification system breaking down the heterogeneous service industry into four sectors—distributive, producer, social, and personal services. The analysis indicated that, while the absolute and relative growth of the service industry was a long-term phenomenon, producer and social services accelerated primarily after World War II. The study also found that changes in the industrial composition of the labor force resulted not so much from individual workers shifting from jobs in one industry to another as from new workers entering growth industries and not fully replacing retiring workers in declining industries. Such industry shifts have had an important effect on the changing occupational composition of the labor force between 1960 and 1970 and have generally improved the work status of women, blacks, and Mexican Americans.
December 1975

NTIS PB254852/AS

2-068 Coal Manpower Projections, 1980

KRAMER ASSOCIATES, INC.
WASHINGTON, D.C.

Ewan Clague

Contract 20-11-74-17
Project completed fiscal year 1975

Descriptors: MINING; LABOR DEMAND; EMPLOYMENT OPPORTUNITIES; SKILLED WORKERS; PROJECTIONS; SKILLED WORKERS; PRODUCTIVITY; TECHNOLOGY AND TECHNOLOGICAL CHANGE

The objective of this project was to estimate the total labor needs of the bituminous coal industry for the remaining years of the 1970's with subsidiary estimates of the numbers of workers in the major skilled occupations.

The researcher made estimates of the kinds and amount of labor that would be required. By using several alternative projections, he covered likely developments that could occur in coal production during the remainder of the 1970's.

Bituminous coal production of 910 million tons in 1980 was projected by the National Petroleum Council in its report on *U.S. Energy Outlook, 1971-85.* Using that projection, this study estimated the numbers and kinds of workers that would be required to produce that volume of coal output. It found that productivity of labor in coal mining declined about 30 percent from 1970 to 1973 as a result of higher safety and health standards established by Federal legislation. Assuming a productivity increase of 2 percent per year from 1974 onward, the study estimated the 1980 coal output would require a work force of about 200,000, about 45,000 above 1973 employment. To replace those who die or retire would require about 15,000 new workers a year for the remainder of the decade. The most critical requirement would be for highly skilled workers, such as mining machine operators, roof [illegible] and others, to meet the demands of increasing mechan[illegible] of coal production. There also would be an urgent need of training programs for young miners, both in work safety and in mining skills.

September 1974

NTIS PB241785/AS

2-069 The Supply of Married Professional Nurses

UNIVERSITY OF DELAWARE
NEWARK, DELAWARE

Charles R. Link

Grant 91-10-76-68
Project completed fiscal year 1978

Descriptors: NURSES; LABOR SUPPLY; WAGE STRUCTURE

This report estimated wage and labor supply functions for married registered nurses (with husbands present). The basic sources of data were the 1-in-100 Public Use Sample of the 1970 census and the 1970 American Hospital Association annual survey of hospitals.

The wage equation, estimated with ordinary least squares techniques, suggested that monopsonistic behavior on the part of hospitals substantially depressed nurses' wages. Hospitals operating in highly competitive labor markets typically paid about 10 percent more than did hospitals in concentrated labor markets. The labor supply functions, estimated with an instrumental variables approach combined with the Tobit technique, indicated that (around the mean values) nurse supply was rather unresponsive to changes in the nurse's hourly wage and was apparently even backward bending. An important implication of this finding was that policymakers may not be able to rely upon rising wages as a means of increasing the supply of registered nurses. The existence of monopsony had a small negative effect on nurse labor supply. The depressing monopsony effect on wages led to a predicted labor supply about 5 percent smaller than it would have been if more competition prevailed in the market for registered nurses.

Charles R. Link and Russell F. Settle
December 1977

NTIS PB280987/AS

2-070 Research Design on the Operation of the Federal Government Labor Market

OPERATIONS RESEARCH, INC.
SILVER SPRING, MD.

James O'Leary

Contract 20-24-77-29
Project still in progress

Descriptors: FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

This project is for the design of a research study of the Federal Government as a labor market for the civilian workers employed under the merit systems. The design encompasses a comprehensive examination of the Federal Government labor market analogous to prior research on private sector labor markets, e.g., analyses of supply and demand of workers, institutional constraints, recruitment and hiring standards, mobility, wage determination, and promotion and retirement policies. The objectives of the research for which the design is to be prepared include the provision of operational information of use to the U.S. Civil Service Commission, (now the Office of Personnel Management) and other interested agencies. These objectives include early identification of shortage occupations and identification of Federal career patterns to improve occupational structuring.

Tasks to be undertaken in the development of the research design are: (1) Literature review; (2) analysis of data from the U.S. Civil Service Commission, and other government agencies, and relevant nongovernment organizations; and (3) interviews with knowledgeable persons.

The project is identical to contract 20-17-77-30 since two organizations were awarded contracts to prepare a research design.

2-071 Research Design on the Operation of The Federal Government Labor Market

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Jean J. Couturier and Richard P. Schick

Contract 20-17-77-30
Project still in progress

Descriptors: FEDERAL GOVERNMENT; CIVIL SERVICE SYSTEM; LABOR MARKET BEHAVIOR; LITERATURE REVIEW; DATA SOURCES AND USE

See description under contract 20-24-77-29.

2B 5. SPECIFIC POPULATION GROUP STUDIES

2-072 Childspacing: Spacing of Successive Births to Women, by Age, Duration of Marriage, and Other Characteristics

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Wilson H. Grabill

Contract MDTA 27-64
Project completed fiscal year 1969

Descriptors: FERTILITY; CHILDSPACING; MOTHERS; LABOR FORCE PARTICIPATION; WORKER TRAITS

This report presented statistics from the 1960 Census of Population on the fertility and childspacing of birth and marriage cohorts of women by demographic, social, and economic characteristics of the women and their families. The Department of Labor helped fund the tabulations relating the numbers, spacing, and age of children to the labor force participation of the mothers and to the employment and occupational status of their husbands, to obtain new insights into the factors that affect women's propensity to work.

CHILDSPACING: U.S. CENSUS OF POPULATION, 1960, SUBJECT REPORTS, SERIES PC (2)—3B
1969
GPO

2-073 LABOR RESERVE

BUREAU OF THE CENSUS, U.S. DEPARTMENT OF COMMERCE
WASHINGTON, D.C.

Stanley Greene

Contracts MDTA 28-64 and 81-09-66-06
Project completed fiscal year 1966

Descriptors: LABOR SUPPLY; WORKER TRAITS; WORKER UTILIZATION; LABOR FORCE PARTICIPATION; OCCUPATIONAL CLASSIFICATION

This project assembled data from the 1960 Census of Population on the characteristics of persons who were not in the labor force at the time of the Census but who had worked or looked for work between 1950 and 1960.

The report contained information on the number and characteristics of unused but experienced workers in specific occupations, particularly those in scarce supply. It also presented information on the occupations of marginal or occasional workers who frequently moved into and out of the labor force during the 1950's and recently retired workers.

LABOR RESERVE: U.S. CENSUS OF POPULATION, 1960, SUBJECT REPORTS, SERIES PC(2)—6C
1966
GPO

2-074 AN ANALYSIS OF FORCES UNDERLYING DECISIONS OF POTENTIAL WORKERS TO REFRAIN FROM LABOR FORCE PARTICIPATION

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

E. E. Liebhafsky

Contract 81-42-04
Project completed fiscal year 1966

Descriptors: MEN; LABOR FORCE PARTICIPATION; WORKER TRAITS; TEXAS, HOUSTON

This pilot study attempted to investigate the reasons why men who would be expected to be in the labor force were not. Interviews with such men in the houston area about their work attitudes, skills and relevant demographic information were to garner data which could be used in developing the methodology for a future study of potential workers.

The objective could not be reached, however, because only 60 such men could be found after they were identified from: (1) Records of churches, missions, settlement houses, welfare agencies, and the unemployment insurance agency; and (2) a canvass of a few households in low-income areas.
1966

NTIS PB177430/AS

2-075 A STUDY OF THOSE NOT WORKING IN A TIGHT LABOR MARKET—MILWAUKEE, WIS.

GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

Arthur Greenleigh

Contract 81-34-66-33
Project completed fiscal year 1967

Descriptors: LABOR FORCE PARTICIPATION; UNEMPLOYED; WORKER TRAITS

This study was designed to identify the characteristics of a sample of unemployed but presumably employable adults in a community with a tight labor supply and to determine their employment-related needs, problems, and service requirements. Information was obtained in structured interviews from a sample of 1,479 subjects—631 selected from substandard housing areas, 188 public assistance recipients, 156 employment service registrants, 164 from public housing developments, and 340 from casual settings.

Some were technically unemployed (that is, looking for work), others were voluntarily idle because they either had no motivation to overcome lack of skill or spurned the kinds of jobs they could get, and still others wanted a job but were not looking for one because they had child-care responsibilities. Most lacked adequate skills and preparation for competition in the job market. Personal obstacles to employment also included poor attitudes or motivation, poor health, child-care responsibilities, and family or social relationship problems. Social and institutional obstacles included prejudice based on race, age or sex, and employers' recruitment, hiring, and performance procedures.

The study pointed out that there was no single solution to the problems of the employable unemployed, and suggested a broad program covering recruiting, education and training, job placement, and follow-up.
1967

NTIS PB177431/AS
Also available from ERIC—ED 015305

2-076 A FEASIBILITY STUDY TO IDENTIFY THE UNDEREMPLOYED AND TO EXAMINE THE LABOR MARKET ATTACHMENT OF LABOR FORCE NONPARTICIPANTS IN A LOW-INCOME AREA

UNIVERSITY OF GEORGIA
ATHENS, GA.

Ethel B. Jones

Grant 91-11-66-46
Project completed fiscal year 1967

Descriptors: UNDEREMPLOYMENT; LABOR FORCE PARTICIPATION; METHODOLOGY; LOW INCOME; WORKER TRAITS

The objective was to design and test a household interview questionnaire which can be used by the Bureau of the Census to identify and measure underemployment. Also, a method of measuring the willingness to work of those who are not seeking employment because of lack of local opportunities was sought.

A questionnaire was designed and tested in household interviews in three counties of northeast Georgia in which the average income level is low.
1967

NTIS PB177559/AS
ETA
Also available from ERIC—MP 000531; Research Monograph No. 4, Bureau of Business and Economic Research, Graduate School of Business Administration, Athens, Ga., 1969.

2-077 The Economics of Labor Force Participation

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

T. Aldrich Finegan

Grant 91-45-67-19
Project completed fiscal year 1969

Descriptors: LABOR SUPPLY; LABOR FORCE PARTICIPATION; WORKER TRAITS; HOUSEHOLDS

This grant supported the final phase of a study of labor force participation rates of various population groups in the United States. The study as a whole attempted to identify and explain the economic determinants of the various rates and to assess the policy implications of the patterns of participation and their determinants.

The effects of wage rates, unemployment rates, and supply and demand conditions were assessed primarily from intercity regressions for three census years—1960, 1950, and 1940. Time series data on participation, unemployment, and other economic indicators were examined to gain further insight into the cyclical sensitivity of labor force participation rates and to depict recent trends. Census data were used to determine the effects of personal and family characteristics on participation decisions. The entire study was published independently in book form.

T. Aldrich Finegan and Willian G. Bowen
1969
Available from Princeton University Press, Princeton, N.J.

2-078 Labor Force Nonparticipation of Males in Urban Poor Areas

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Karen S. Koziara

Grant 91-40-68-08
Project completed fiscal year 1969

Descriptors: INNER-CITY RESIDENTS; LABOR MARKET BEHAVIOR; MEN; LABOR FORCE PARTICIPATION; WORKER TRAITS; PENNSYLVANIA, PHILADELPHIA

This study compared economic and social characteristics of a sample of 24- to 54-year-old men who were and were not labor force participants in West Philadelphia, an urban poor area. Interviews were conducted with 246 labor force participants and 103 nonparticipants (who had no jobs, had not looked for work in the preceding month, did not believe jobs were available, and/or were not waiting for promised jobs) in a household survey modified to include men on the street or in commercial places. In addition, persons connected with the Young Great Society (YGS), a local community action group, conducted nonrandom interviews with 82 nonparticipants.

The researcher found significant differences between participants and nonparticipants in the household sample with respect to job search methods, unemployment, job tenure, reasons for job leaving, and reported prevalence of physical disability. However, asking wages did not differ significantly, and there were many other similarities.

The researcher also observed that a high proportion of the nonparticipants had looked for work in the last 30 months.

Hence, nonparticipation appeared to be a shortrun phenomenon—just one symptom of the employment problems faced by many male workers in urban poor areas.

1969

NTIS PB183538/AS

2-079 Health and Nutritional Status of Working and Nonworking Mothers in Poverty Groups

CORNELL UNIVERSITY
ITHACA, N.Y.

Daphne A. Roe and Michael C. Latham

Contract 51-36-71-02
Project completed fiscal year 1974

Descriptors: HEALTH; HEALTH CARE; WELFARE RECIPIENTS; EMPLOYMENT PATTERNS; NUTRITION; MOTHERS; POVERTY; WORKER TRAITS

The objective of the study was to determine the relationship between the health status of welfare women and their labor market participation.

A sample population of 470 middle-aged, rural/urban women in upstate New York was studied through questionnaires, physical examinations, and laboratory tests. Complete employment histories also were collected.

It was found that current medical complaints, nervous symptoms, and physical and mental disabilities were associated with unemployment. Most medical findings were of preventable, chronic ailments. Dental conditions were poor, with evidence of neglect. Obesity, the most common nutritional problem, was associated with unemployment, a finding that might be explained by the tendency of obesity to cause secondary disabling illnesses. Disabilities arising early in life influenced current welfare status.

The project recommended development of positive health attitudes, provision of early and preventive medical and dental care, health education programs, development of exercise and diet programs to prevent obesity, physical and vocational rehabilitation programs, improved family planning services, and special job training for women with disabilities.

Daphne A. Roe and Kathleen R. Eickwork
December 1973

NTIS PB226821/AS

2-080 The Labor Supply for Lower-Level Occupations, 1960-1980

NATIONAL PLANNING ASSOCIATION
WASHINGTON, D.C.

Harold Wool and Bruce D. Phillips

Grant 21-11-73-02
Project completed fiscal year 1976

Descriptors: LABOR SUPPLY; LOW-LEVEL OCCUPATIONS; LOW-WAGE INDUSTRIES; SERVICE INDUSTRIES; IMMIGRANTS; OCCUPATIONAL PROJECTIONS; MINORITIES; LABOR DEMAND; YOUTH; LABOR FORCE PARTICIPATION; MONOGRAPHS; WOMEN

This project tested the hypothesis that the historical sources of labor for lower level occupations, such as immigrants or deprived population groups, have been decreasing and will continue to decrease. It also assessed the implications for manpower and economic planning.

Data from the 1960 and 1970 censuses, supplemented by other research materials, were used: (1) To develop a ranking of occupations relevant to the labor supply; (2) to study changes in the composition of lower level occupations; and (3) to project the labor supply for such occupations to 1980.

The researchers found that: (1) During the 1960-70 decade, there was a significant replacement of black workers in the lowest level jobs by younger white workers and, to a lesser extent, by adult white women, many of whom engaged in these jobs on a part-time basis. Increased immigration, particularly from nearby Latin American countries, provided an additional labor source for these jobs in some areas; (2) projections of the labor force in 1980 and 1985 (under a full-employment assumption) indicated that for higher level occupations labor

supply would grow more rapidly than demand, while the reverse would be the case for lower level occupations, largely because of the reduced supply of youth for these jobs in the 1980's; and (3) the occupations of household workers, construction laborers, apparel operatives, and hospital attendants were all expected to have some degree of labor supply "squeeze" in the 1980's under full-employment conditions.
June 1975

NTIS PB249724/AS
ETA R&D MONOGRAPH NO. 42, 1976, COPIES LIMITED, SUMMARIZES THE REPORT.

APPENDIX A — SUPPLEMENTARY REPORTS: "THE LABOR SUPPLY OF HOUSEHOLD MAIDS" AND "THE SUPPLY OF HOSPITAL ATTENDANTS"

J. Peter Mattila, Neal H. Rosenthal, and Dixie Sommers
1976

NTIS PB249725/AS

2-081 A Disaggregate Study of the Effect of Unemployment Rates on Labor Supply

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Belton M. Fleisher

Grant 91-39-74-02
Project completed fiscal year 1976

Descriptors: UNEMPLOYMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

The problem investigated in this research project centered on the relationship between one measure of labor supply, labor force participation, and unemployment. The project focused on two loosely related hypotheses regarding a contradiction in the results of previous research. the estimated effect of unemployment on labor force participation—and hence estimates of "hidden unemployment"—has consistently been greater when based on SMSA aggregates from cross section data than when based on economy wide time series data. The hypotheses put forward to explain this contradiction were: (1) That the cross section estimates are biased as the result of labor force heterogeneity across SMSA's; and (2) that the problem of mutual determination of labor force participation and unemployment is a much more likely cause of spurious correlation between these variables in the cross section than in the time series data.

The first hypothesis was tested using disaggregated data from the National Longitudinal Surveys (NLS) for men who were 45 to 59 years old in 1966 and for married women who were 30 to 44 years old in 1967. ordinary least squares (OLS) regression analysis and probit analysis were the techniques used to analyze the disaggregate data. The second hypothesis was tested primarily from 1970 census data, analyzed primarily with two stage least squares (2SLS) regressions.

The first test showed, except for black women, no evidence of a statistically significant, negative relationship between labor force participation and unemployment.

The results of the second test turned out to be quite sensitive to specification of the unemployment and labor force participation equations, but they suggested that aggregate demand was not the principal force determining local labor market unemployment. Hence, the results cast considerable doubt on the amount of hidden unemployment inferred from previous cross section estimates of the labor force participation-unemployment relationship.
April 1976

NTIS PB240897/AS

2-082 Socioeconomic Determinants of Urban Poverty Area Workers' Labor Force Participation and Income

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

James R. Pinkerton

Grant 21-29-74-12
Project still in progress

Descriptors: INNER-CITY RESIDENTS; URBAN PROBLEMS; MEN; WORKER TRAITS; LABOR FORCE PARTICIPATION; INCOME; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS; TEXAS, SAN ANTONIO

This project focused on the socioeconomic characteristics of urban male workers aged 16 to 64 who are living in low-income neighborhoods, in order to identify the factors in inner-city life that combine and accumulate to cause individuals to perform poorly in the labor market or never to enter the labor market.

The study used two specific computerized techniques (Automatic Interaction Detector and Multiple Classification Analysis) to examine data in the 1970 Census Employment Survey (CES) and obtain predictive values on inner-city residents' labor force participation and income. CES poverty areas in Chicago, St. Louis, and San Antonio were studied.

The study found that each of the elements measured—discrimination, human resources, economic structure—affects the employment and income levels of poverty-area workers. For instance, being black or of Spanish origin increases a worker's chances of living in a poverty area. Age-group discrimination is a more serious problem than racial or ethnic discrimination, and both young and old workers, irrespective of their race or ethnicity, experience sizable losses in employment and income. The study questions to what extent health problems are a cause—or the result—of low employment levels and the loss of income.

Worker family situations may have an important impact on work attitudes and lifestyles that, in turn, influence employment and income levels. The responsibility for supporting a family appears to provide an incentive for achieving a higher income level.

The researcher advanced a variety of recommendations for improving the employment and income of men living in urban poverty areas.

NTIS PB286658/AS

2-083 Birth Expectations and Working Plans of Young Women: Changes in Role Choices

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Larry E. Suter, Linda J. Waite, and Ross M. Stolzenberg

Contract 20-11-74-15
Project completed fiscal year 1976

Descriptors: YOUNG WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; FERTILITY; WORKER TRAITS; NATIONAL LONGITUDINAL SURVEYS; ATTITUDES

This study examined the relationship among changes in birth expectations, labor force participation rates, and work experience of young women.

Data on young women aged 14 to 24 in 1968 that were collected in 1971 and 1973 from the National Longitudinal Surveys were compared to see the changes in birth expectations during the 2-year period. Reasons for change were sought, including changes in marital status, attitudes toward work, income from job, school attendance, and labor force activity in relationship to childbirth.

Among the findings were:

(1) All groups of women, regardless of age, race, education, marital status, or sex role attitudes, decreased the average number of births they expected in their lifetimes. In 1971, the young women expected to have 2.7 children on the average. By 1973, average lifetime births expected had fallen to 2.4 per woman.

(2) Planned family size had only a small impact on the probability that the young women intended to work later.

However, planning for employment at age 35 was associated with a decrease in the number of children expected by almost one child per woman.

(3) There was a large, statistically significant inverse relationship between a woman's age and the effect of her labor force participation plans on her fertility expectations. This age effect on the work plans-fertility expectations relationship may arise out of the combined effects of age-related changes in women's knowledge of labor market mechanisms that determine their wage potential and employability and the rational desires of women who plan to work after childbearing to obtain the most satisfying jobs possible with the highest possible wages.

April 1976

NTIS PB251980/AS

2-084 Standard of Living Budgets, Adequacy of Earnings, and Labor Force Participation Rates of Married Women

ST. OLAF COLLEGE
NORTHFIELD, MINN.

Frank W. Gery

Grant 91-27-74-35
Project completed fiscal year 1976

Descriptors: EARNINGS; WAGES; SEX DIFFERENCES; INCOME DIFFERENTIALS; COSTS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; CONSUMPTION; WOMEN; FAMILIES

This study attempted to explain intercity variations in the labor force participation rates (LFPR) of married women, in general and subclassified by age and presence of children for 1970. Three factors provided the researcher's rationale: (1) Earlier studies—Long (1968), Cain (1966), Bowen and Finegan (1969)—were based on data from the 1960 census and earlier. This researcher replicated the Bowen and Finegan study (see grant 91-45-67-19) using 1970 census data in order to test the continuing validity of the conclusions derived therefrom. (2) Recent research on the theory of labor supply of women has opened up several avenues for empirical research. Among these are models of family utility maximization, valuation and allocation of a housewife's time, and the role of reservation wages and relative earnings as determinants of labor force participation. This researcher constructed and tested several models incorporating some of these contributions. (3) Previous research has generally ignored the role of income adequacy and income aspirations as LFPR determinants. This researcher experimented with several specifications of adequacy and aspiration variables which may be included in a theory of labor supply of married women. The data were derived from information on family budgets in 34 cities from the Bureau of Labor Statistics.

It was concluded that the hypothesis that income aspiration and income adequacy influence the labor force participation of married women has not been "disconfirmed" by the 34 budget city sample. In fact he found that the predictive power of budget—adjusted income data was slightly superior to that of unadjusted income figures.

June 1975

NTIS PB243406/AS

2-085 Relationship Between Fertility and Labor Participation of Married White and Black Women

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Paul R. Gregory and R. William Thomas

Grant 91-48-74-44
Project completed fiscal year 1976

Descriptors: FERTILITY; POPULATION; LABOR FORCE PARTICIPATION; LABOR SUPPLY; BLACK/WHITE; WOMEN; NATIONAL LONGITUDINAL SURVEYS; MODELS; EMPLOYMENT OPPORTUNITIES

In this paper, the mechanism by which children impose an income loss on the family was examined. The paper should be regarded as serving as a progress report on ongoing research, for the author's investigation of the labor intensity of working wives was incomplete. The most important findings to this point relate to the explanation of the labor force participation decision.

The paper analyzed data from the National Longitudinal Surveys on women aged 30 to 44.

The presence of children appeared to have the strongest impact on participation. Having a child under 3 in the home reduced the probability of working by 38 percent, while a 3- to 5-year old reduced it by 29 percent. The greatest impact, however, was exerted by the presence of an infant in the home, which reduced the probability of working by 61 percent.

The impact of children was similar for white and black families. On the other hand, the impacts of the wife's wage rates and husband's income were quite different. The wage rate appeared to exert no significant impact on black participation but strongly affected white participation. The husband's income results suggested that black women, far more than white women, worked in response to a perceived inadequacy of family income.

Paul R. Gregory
September 1976

NTIS PB267111/AS

2-086 A Cross-Sectional Analysis of Nonfarm Work of Farm Family Members

IOWA STATE UNIVERSITY
AMES, IOWA

Wallace E. Huffman

Grants 91-40-74-33 and 91-19-75-18
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; FARMWORKERS; NONFARM; WAGES

This study attempted to explain the persistent upward trend of off-farm work by farm family members. A multiple jobholding economic model was developed to focus attention on the determinants of total labor supply and off-farm labor supply. The model yielded both shortrun and longrun supply functions and provided insights into the direction of labor supply response to changes of household income, farm and off-farm wage rates, commuting distance to off-farm work, and household environmental variables. The model was applied to data from the Census of Agriculture.

The results showed that farm and off-farm wage rates and commuting distances were significant determinants of both total and off-farm labor supply. There appeared to be a growing segment of the farm population that easily shifts labor services between the agricultural and nonagricultural sector in response to economic incentives. Off-farm income of farmers had a strong negative correlation with net farm income, while government farm program payments had a strong positive correlation with net farm income. However, it was argued that a general negative income tax would continue to be needed to assist poor farm households. Optimal size of farming operations and mix of farming activities were becoming increasingly dependent on the nonfarm employment opportunities of farm family labor (and capital).

January 1976

NTIS PB274156/AS

2-087 An Empirical Analysis of the Voluntary Part-Time Labor Market

WAYNE STATE UNIVERSITY
DETROIT, MICH.

John D. Owen

Contract 21-26-76-13
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; VOLUNTARY PART-TIME LABOR; PART-TIME LABOR MARKET; DISCRIMINATION; WOMEN

This study analyzed the cross-sectional demand and supply of part-time workers, using data from the March-May 1973 Current Population Surveys. The data indicated that part-timers were paid much less than full-timers, not because of differences in characteristics but because of the concentration of employment of part-time workers in low-wage sectors of the economy.

A supply and demand analysis of the distribution by sector of part-time employment was carried out. The principal demand factors were the employers' need for part-timers and the relative cost of part- vs full-timers. Where part-timers were relatively cheap, employers were much more likely to hire them. Need for employees at irregular worktimes and a dearth of training and promotion opportunities also favored the employment of part-timers. On the supply side, the proportion in the sectoral work force of groups with a generally low level of labor force participation was positively correlated with the proportion of part-time jobs in the sector. The data thus supported the view that employers tend to create part-time jobs where there is employee demand for them. The diversity and complexity of the part-time job market underlines the inefficiency of imposing fixed quotas on the different sectors of the economy. A more promising route, if an increase in part-time jobs is the policy, would be to modify the way in which the use of part-timers affects the employers' contributions to unemployment insurance, social security, and other pension plans.
September 1977

NTIS PB276113/AS

2-088 Earnings, Occupational Choice, and the Early Years of Family Formation, White and Black Women: A Study from the NLS

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Paul R. Gregory

Grant 91-48-76-47
Project completed fiscal year 1978

Descriptors: FAMILIES; YOUNG WOMEN; OCCUPATIONAL CHOICE; NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; CAREER PATTERNS

This study investigated the impact of marriage and fertility behavior (family size and child spacing) of younger women (aged 14 to 24) on their choice of occupation, educational training, and labor force participation. It sought to provide a link between population and employment and training policy as applied to young women starting family formation and career development.

Behavior models of occupational choice, relating the respondent's choice of her first occupation to a series of explanatory factors (for example, education, IQ, socioeconomic background of family, and aspirations, etc.) were developed using data from the National Longitudinal Survey samples.

The study found that the presence of young children in the home had more influence on the labor supply of young married women than did standard economic variables. The effect of children and economic variables such as wages and husband's income was greater for younger than for mature women. Overall, the presence of a child under 3 reduced market wages and resulted in a lifetime earnings loss equal to roughly 2 years' earnings, but the effect on wages varied considerably by race. The occupational and educational choices of young women were strongly interrelated and were influenced by home environment and family assets. They were also significantly different for married and single women and for whites and blacks.

Paul R. Gregory—with William J. Moore, R. Mark Wilson and Carol Rankin
November 1977

NTIS PB247148/AS

2-089 The Determinants of the Future Growth of the Female Labor Force

THE URBAN INSTITUTE
WASHINGTON, D.C.

Nancy S. Barrett, Ralph E. Smith, and Isabel V. Sawhill

Contract 21-11-77-09
Project still in progress

Descriptors: WOMEN; LABOR SUPPLY; LABOR FORCE PARTICIPATION; LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS; LITERATURE REVIEW

The research involves an examination and use of the empirical literature on the determinants of the size and characteristics of the female labor force. The researchers are: (1) Analyzing what is already known about determinants of female labor force growth, particularly regarding labor market conditions, potential rewards from working, availability of other income, and demographic characteristics; (2) providing forecasts of the female labor force with explicit assumptions about the conditions under which they could be achieved; and (3) examining some of the implications of findings on female labor force participation for employment and training programs and policies, tax and transfer programs, and macroeconomic policies.

2-090 Theory and Estimation of Labor Supply Functions

THE RAND CORPORATION
SANTA MONICA, CALIF.

John Cogan

Grant 21-06-77-18
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; WOMEN; NATIONAL LONGITUDINAL SURVEYS

This study is analyzing fixed costs of labor market entry and their implications for labor supply behavior. The researcher is estimating structural labor supply models that incorporate the effects of fixed money and/or time costs of entry into the labor force. Since these fixed costs (i.e., child care, transportation, cost of work in the home, etc.,) may be important determinants of the labor force participation rate and hours worked for married women, the models use data from the National Longitudinal Survey of women aged 30 to 44.

Results from the analysis will be compared with previous studies of labor force behavior and will identify implications for design and impacts of various employment and income maintenance programs. They will include public employment and training programs and the impact of subsidized day-care programs and imposition of a negative income tax on married women's labor supply.

In addition to this major investigation of fixed costs of labor market entry, several other labor supply topics will be examined to a lesser extent. A complete family labor supply model that incorporates the fact that over half of all married women are not labor force participants will be estimated. Work on this

topic will center on the male labor supply function and will use data from the NLS as well as the Income Dynamics Panel conducted by the University of Michigan's Survey Research Center. The goal of this part of the project is to further develop the empirical foundations of labor market behavior in the context of family decisionmaking.

2-091 Effects of Child Health Status on Maternal Labor Supply

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

David S. Salkever

Grant 91-24-77-35
Project still in progress

Descriptors: MOTHERS; CHILDREN; HEALTH; LABOR SUPPLY; LABOR FORCE PARTICIPATION

The effects of child health status on maternal labor supply will be explored by: (1) Estimating the effect of child health status on maternal labor force participation rates; (2) estimating the effect of child health status on maternal hours of work; and (3) assessing the significance of recent trends in the prevalence of health problems among children for aggregate female labor force participation rates and labor supply.

Effects of child health status on maternal labor force participation and hours of work will be estimated from household survey data by multiple regression techniques. Nonlinear estimation techniques will be employed. Data will be obtained from the 1972 Health Interview Survey of the National Center for Health Statistics and the 1970 national survey of health services and expenditures by the National Opinion Research Center. Variations in results by maternal and family characteristics (e.g., race, income, education) will be examined by means of subsample regressions and/or inclusion of interaction variables. Recently published data on increases in the prevalence of child health problems and on trends in female labor force participation will be examined to assess the aggregate labor supply implications of the regression result.

2-092 Wife's Labor Force Participation and Fertility: Evidence from a Longitudinal Study of a Marriage Cohort

THE UNIVERSITY OF ILLINOIS AT CHICAGO CIRCLE
CHICAGO, ILL.

Eileen Crimmins-Gardner and Phyllis A. Ewer

Grant 91-17-77-55
Project still in progress

Descriptors: WOMEN; FERTILITY; LABOR FORCE PARTICIPATION

The study will focus on the relationship between fertility and employment among women from two marriage cohorts. Three specific research problems to be investigated include: (1) Changes in fertility and employment over time; (2) the effects of early fertility on subsequent fertility, employment, and job status; and (3) the effects of income and tastes on married women's subsequent employment and employment expectations.

Analysis will be based on available data from a longitudinal study of couples in two marriage cohorts. These panels have been interviewed approximately every 6 months since they were married in the summers of 1968 (first panel) and 1972 (second panel).

Results of the study are expected to be useful for government agencies and others who attempt to make accurate estimates of the future size and composition of the female labor force.

2-093 Determinants of Labor Supply to Unstable Employments

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert M. Hutchens

Grant 91-36-78-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; STRUCTURAL UNEMPLOYMENT; LAYOFFS; LOW-WAGE JOBS; ELASTICITY OF LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

The major questions to be addressed in this project relate to why some individuals work in jobs with high probability of layoff and others in jobs with low layoff probabilities; to what extent workers, in effect, choose unstable employment; and to what extent people are in unstable jobs because of characteristics beyond their control.

The researcher will base his analysis on economic models to be developed and tested with data on permanent and temporary layoffs and hours of work for prime age men and women with children. These data will be obtained from the National Longitudinal Survey and the Panel Study of Income Dynamics. The NLS data on women aged 30 to 44 and men aged 45 to 59 for the 1966-71 period will be supplemented by information from the Panel Study on men and women of all ages for 1967-74.

The study findings are expected to provide fresh theoretical and empirical insights into the forces underlying demographic differences in unemployment and lead to new perspectives on policies aimed at encouraging employment stability.

2C. THE PROCESS OF LABOR MARKET ADJUSTMENT

2C 1. THE SPECIAL CASE OF AGRICULTURE

2-094 Case Studies of Viable Worker-Management Relationships on Farms in New York State

CORNELL UNIVERSITY
ITHACA, N.Y.

Leonard P. Adams and Olaf F. Larson

Grant 91-34-66-41
Project completed fiscal year 1967

Descriptors: AGRICULTURE; FARMWORKERS; INDUSTRIAL RELATIONS; NEW YORK

The primary purpose of this study was to determine viable farmer-worker relationships. Investigation was conducted through interviews involving 15 to 20 farmers and their year-round workers, and 8 to 12 cases where the farmer was dependent upon seasonal workers. Examination of seasonal farm labor problems involved a study of the process of recruitment, of the role of the New York Employment Service, of the relationships between the farmer and workers, of labor camps and their operation, of the incentive system, of human relations questions, and of the economics of the farm enterprise.
1967

NTIS PB182822/AS

2-095 A Study of Interpersonal Relations Among Managers and Employees of Fruit and Vegetable Farms with Emphasis on Labor-Management Practices Utilized

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

James Riddle Hundley, Jr.

Grant 91-24-66-42
Project completed fiscal year 1968

Descriptors: AGRICULTURE; MIGRANTS; INDUSTRIAL RELATIONS; OCCUPATIONAL MOBILITY; MICHIGAN

This study analyzed labor-management relations on fruit and vegetable farms in Michigan in 1967. Interviews were conducted with operators of a sample of farms in the 10 Michigan counties with the highest production of fruits and vegetables. Also interviewed were 238 members of migrant crews.

According to the researchers, farmers talked with crew leaders but rarely had direct contact with the people in their crews. Migrant workers usually had little meaningful contact with the nearby community, and the ethnic groups on any one farm appeared to associate little with one another.

From their discussions with migrant farmworkers, the researchers concluded that the migrants' satisfaction depended just as much on the farmer's having a concerned and sympathetic attitude toward the crew and toward migrants in general as on the wages or housing the farmer provided. Most farmers, however, felt that paying a fair wage and providing good housing were more important than worker-farmer attitudes.

One-fourth of the farmers used mechanical harvesting equipment. This equipment was rarely operated by migratory farmworkers, who generally had little mechanical skill or experience. Given the trend toward increased mechanization, the researcher recommended either training migrants to operate harvesting equipment or modifying the equipment so that its operation requires even fewer workers.

In order to remain competitive in tommorrow's agriculture, the researcher felt that farmers must develop a more positive awareness of their personal relationships with their workers. They must also simplify work tasks to utilize more effectively the unskilled workers who will be available to them.
1968

NTIS PB178536/AS

2-096 The Relationship of Migrant Workers' Attitudes and Behavior to Their Work Environment

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Dean H. Harper

Grants 91-34-66-48 and 91-34-67-53
Project completed fiscal year 1971

Descriptors: ENVIRONMENT; MIGRANTS; WORK ATTITUDES; QUALITY OF WORK LIFE

This investigation set out to examine the proposition that given the opportunity to earn a decent wage, the migrant farmworker would work harder, have less absenteeism, and have more favorable attitudes toward work.

At two camps in upper New York State (one where it appeared that working conditions were good, one where they were not), workers were interviewed at the beginning and end of the summer work season. Insurmountable obstacles (for example, rapid turnover and the hostility of a crew boss) prevented the collection of data on changes in behavior as a consequence of camp environment.
1971

NTIS PB199772/AS

2-097 Migrant Labor as a Form of Intermittent Social Organization and as a Channel for Geographic Mobility

CORNELL UNIVERSITY
ITHACA, N.Y.

William H. Friedland

Grant 91-34-66-49
Project completed fiscal year 1967

Descriptors: MIGRANTS; LABOR MOBILITY; SOCIOLOGICAL FACTORS; ATTITUDES; SEASONAL EMPLOYMENT

This was the first part of an extensive, long-term study of the theoretical and practical problems pertaining to seasonal farm labor in the eastern United States. It focused upon a single migrant labor camp during the summer of 1966. The researcher acted essentially as an observer, maintaining diaries, observing the behavior and attitudes of migrants, management, crew leaders, and farmers, and collecting information through interviews. Subsequent contacts with migrants who remain in the North will provide more systematic data on adaptation problems. For followup research, see grant 91-34-67-48.
1967

NTIS PB177867/AS
Also available in "Migrant Labor: A Form of Intermittent Social Organization," *ILR Research*, vol. 13, No.2, 1967 (summary).

2-098 Field Research in Migrant Labor in New York State

CORNELL UNIVERSITY
ITHACA, N.Y.

William H. Friedland and Dorothy Nelkin

Grant 91-34-67-48
Project completed fiscal year 1969

Descriptors: MIGRANTS; AGRICULTURE; WORK ENVIRONMENT; OCCUPATIONAL MOBILITY; SOCIAL STRUCTURE; PARTICIPANT-OBSERVER METHODOLOGY; FARMWORKERS; NEW YORK

This project—part of the Cornell Migrant Labor Project—carried into its second year a pilot study (under a previous grant, 91-34-66-49) to explore the social organization of migrant labor. This part of the study analyzed the relationships of growers to their migrant labor crews and the consequences for the migrant social system. It was used to teach undergraduate sociology students about migrant labor as a social system and about methods of social research. The field work was done in the summer of 1967 by eight undergraduates from Cornell and three from Tuskegee Institute who were placed in 10 migrant labor camps in New York State as participant-observers.

In the camps studied only a few growers were deeply concerned with managing the migrant work force. Most of them abdicated this responsibility to the crew leaders, who were found to be inefficient, unproductive, and exploitative. Work organization was haphazard, supervision erratic, and planning negligible. Regarding supervision of the living conditions of the workers in the migrant camps, the growers exhibited even less concern.

Because of the lack of grower involvement, the researchers found that the social organization of the crews was also haphazard, depending largely on the leadership style of the crew leader. The crews had virtually no internal structure or stratification, and there was little basis for the crystallization of status within the crew. Upward mobility depended on random features irrelevant to work organization, rather than skill. Thus, there was almost no predictable way a worker could better himself within the system.

To help overcome these problems, the researchers made several tentative suggestions for developing structural patterns. If the variety of jobs requiring different degrees of skill (such

as driver, grader, weigher) were assigned objectively rather than on the whim of the crew leader, a secondary stratum would be created. Migrants could be taught to operate farm machinery to further increase differentiation. Differentiating mechanisms might also be introduced in the camps; for example, variation in housing with different rental charges.
1969
ETA

2-099 PRODUCTIVITY AND LABOR UTILIZATION ON MARYLAND FARMS

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

John W. Wysong

Grant 91-22-68-02
Project completed fiscal year 1968

Descriptors: AGRICULTURE; PRODUCTIVITY; LABOR DEMAND; MARYLAND

In the first part of this study, data were collected and analyzed concerning labor adjustment from 1956 to 1966 on 203 Maryland dairy farms. The data indicated a decrease of more than one-third in both the number of farms and the number of workers, concentrated among farms with herds of less than 50.

The second part of the study examined the potential for releasing workers from dairy farming by increasing productivity on dairy farms. Information was obtained in 1967 through interviews with 46 specialized dairy farms in 3 counties in western Maryland.

The last part of the study examined labor force characteristics on five major types of farms (dairy, beef, general, fruit, and poultry), using data from a 1967 interview survey of 223 farms in western Maryland.

FACTORS AFFECTING LABOR USE AND WORKER PRODUCTIVITY ON EFFICIENT DAIRY FARMS
1970

NTIS PB178776/AS
Also available from University of Maryland, Department of Agricultural Economics, Ag. Econ. Mimeo Series No. 27

LABOR PRODUCTIVITY AND LABOR FORCE CHARACTERISTICS OF SELECTED TYPES OF COMMERCIAL FARMS
1970

NTIS PB178777/AS
Also available from University of Maryland, Department of Agricultural Economics, Ag. Econ. Mimeo Series No. 28

PRIVATE AND PUBLIC FARM MANPOWER POLICY IMPLICATIONS OF THE DAIRY FARM LABOR RESOURCE ADJUSTMENT PROCESS
1970

NTIS PB178775/AS
Also available from University of Maryland, Department of Agricultural Economics, Ag. Econ. Mimeo Series No. 23

2-100 AGRICULTURAL LABOR IN THE NORTHEAST STATES: AGRICULTURAL LABOR STATISTICS WITH SPECIAL REFERENCE TO THE NORTHEAST STATES (A STATISTICAL SUPPLEMENT)

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

James S. Holt, Reuben W. Hecht, and Neil B. Gingrich

Contract 81-40-68-12
Project completed fiscal year 1971

Descriptors: LABOR DEMAND; LABOR SUPPLY; AGRICULTURE; TECHNOLOGY AND TECHNOLOGICAL CHANGE; NORTHEASTERN STATES

This study analyzed existing data on factors affecting the demand and supply of farm labor in the 13 Northeastern States, the welfare of farmworkers, and the operation of the farm labor market. Agricultural labor force statistics were critically reviewed, and changes in the techniques of gathering and disseminating data were recommended.

As rural workers have become more mobile and industry more decentralized, agriculture has faced greater competition in Northeastern labor markets. Northeastern agriculture has also faced competition from other agricultural production centers; agricultural production has increased less rapidly and changes in production methods have proceeded more slowly in the Northeast than in other regions where conditions are more favorable for adoption of innovations. Whether technological developments result in the mechanization of agricultural production in the Northeast or in shifting production to other regions, farm labor requirements in the Northeast will continue to decline, although slowly, the researchers concluded.

Northeastern farmers have had difficultly in recruiting and retaining workers because of a growing farm-nonfarm disparity in earnings, working conditions, fringe benefits, stability of employment, and labor and social insurance laws. For the permanent farm work force, the informal structure of the labor market in the Northeast has posed an additional problem. However, the researchers found no evidence of a shortage of skilled agricultural workers in the Northeast.

The development of policies and programs to improve the operation of the farm labor market has been hampered by the lack of adequate statistics and gaps in research. Shortcomings were identified and measures to overcome them were recommended.

VOL. I
1972

NTIS PB197868/AS

VOL. II
1972

NTIS PB197867/AS

2-101 THE ROLE OF FARM LABOR MARKET INSTITUTIONS IN THE LOWER RIO GRANDE VALLEY OF TEXAS

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

Paul B. Miller

Contract 81-46-68-16
Project completed fiscal year 1972

Descriptors: MIGRANTS; MEXICAN AMERICANS; LOW INCOME; LABOR MARKET AREAS; JOB MATCHING; FARMWORKERS; AGRICULTURE; LABOR MARKET BEHAVIOR; SEASONAL EMPLOYMENT; RECRUITMENT; TEXAS; RIO GRANDE VALLEY

This study analyzed the operation of the farm labor market in the Lower Rio Grande Valley of Texas and the functions of labor market institutions in the Valley. Information was gathered through interviews with area residents—community, governmental, agricultural, and labor leaders; farm operators; crew leaders; private labor recruiters; and farmworker household heads.

It was found that crew leaders played a vital role in matching people with jobs, both in the Valley and on the road. To schedule jobs away from the Valley, crew leaders relied heavily on the Annual Worker Plan. In filling orders for out-of-State employers, however, private labor recruiters accounted for over one-fourth of the migrants sent out of Texas in the course of a year. Operating either as company agents or as independent entrepreneurs, the private labor recruiters were regarded as competitors of the Texas Employment Commission

(TEC). The TEC's placement facilities were used less frequently by both crew leaders and farmworkers than by employers, who relied on TEC mainly to satisfy peak seasonal labor requirements.

The lack of nonfarm jobs in the valley, as well as the limited education and skills of the farmworkers, created severe economic hardships for the workers. The typical farm worker household head was a 45-year-old Mexican American man born in Texas who had completed 1 year of school and done farmwork most of his life. By joining the migrant stream part of the year, he managed to find 30 weeks of employment during 1968; he was unemployed for 13 weeks and out of the labor force for 9 weeks. He earned $1,695 during the year; earnings of other members of his family of six brought total family income to $3,350.

Detailed recommendations for labor policies that will both improve the potential mobility and expand the employment opportunities of farmworkers were made.

December 1971

NTIS PB218318/AS

2-102 SOCIOECONOMIC CHARACTERISTICS OF THE CALIFORNIA FARM LABOR FORCE

SONOMA STATE COLLEGE
ROHNERT PARK, CALIF.

Cheryl J. Petersen

Grant 91-05-68-31
Project completed fiscal year 1969

Descriptors: FARMWORKERS; AGRICULTURE; PUBLIC LAW 78; SOCIODEMOGRAPHIC CHARACTERISTICS; EARNINGS; MIGRANTS; LABOR FORCE PARTICIPATION; CALIFORNIA

This study analyzed the results of a comprehensive survey of the California farm labor force, based on interviews with a 1-percent random sample of the 486,700 workers with farm earnings of more than $100 in 1965, and questionnaires to their employers (in nonfarm jobs as well as farm jobs). Since the study covered 1965, it reflected initial adjustments to the termination, at the end of 1964, of Public Law 78, which had authorized temporary contract employment of Mexican nationals to meet domestic farm labor shortages. It attempted to distinguish between the core of "professional" farmworkers and the short-term workers or those only loosely attached to the farm labor force.

Some 46 percent of the sample were persons of Mexican heritage and 44 percent were Anglos. Over one-fifth were women. Somewhat more than half were either heads of households or lived alone. One-sixth were 55 years of age or older, and three-eighths were under the age of 25. About half had 8 or fewer years of schooling, and one-sixth were still students.

Nearly three-fifths of the sample had farm earnings of less than $1,000, and about two-fifths reported total earnings in this range. Median annual earnings for farmwork were $763, with the women having a median of $464 and students, $443. For the sample group as a whole, other work raised median total earnings in California to $1,388.

About 75 percent of the total sample were in the labor force 27 weeks or more during 1965, but only 41 percent were fully employed that many weeks. These farmworkers were considered professionals, but their skills were not highly specialized.

Migrant workers comprised about 30 percent of the California farm labor force. Their earnings were significantly higher than the overall average, and they usually had more weeks of employment. Over half of the migrants were Mexicans; one-third were Anglos; nine-tenths were men.

The researcher suggested that the lack of organization in the farm labor market might contribute to the chronic unemployment which kept median earnings low.

THE CALIFORNIA FARM LABOR FORCE: A PROFILE- A REPORT PREPARED FOR THE ASSEMBLY COMMITTEE ON AGRICULTURE BY ITS ADVISORY COMMITTEE ON FARM LABOR RESEARCH WITH THE ASSISTANCE OF THE CALIFORNIA DEPARTMENT OF EMPLOYMENT
1969

NTIS PB184263/AS
"The Low Income Worker in the California Farm Labor Force" (supplement to the report), Assembly Committee on Agriculture, California State Legislature, June 1970

2-103 HISTORICAL PERSPECTIVE OF THE FLORIDA CITRUS INDUSTRY AND THE IMPACT OF MECHANICAL HARVESTING ON THE DEMAND FOR LABOR

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

J. Kamal Dow

Contract 81-10-68-34
Project completed fiscal year 1972

Descriptors: AGRICULTURE; MECHANIZATION; LABOR DEMAND; FLORIDA

This study of the Florida citrus industry compared the economic efficiency of mechanical harvesting systems and the manual system and explored the impact on the demand for labor of the adoption of mechanical harvesting.

The economic efficiency of each system was computed at specific levels of citrus prices, wage rates, and yield, adjusted to exclude the proportion that must be hand-harvested for fresh use. At 1969 wage levels and 1967-68 fruit prices, only one mechanical system was more profitable than the manual system. However, assuming the present upward trend in wage rates continues, the expected increase in crop size would expand labor requirements and lower citrus prices to a point where it would become economically advantageous to convert to mechanical harvesting systems. However, it was expected that only 10 percent of the industry would be mechanized by the 1975-76 season because growers were reluctant to adopt new methods and could still recruit workers fairly easily. Mechanization should proceed faster after 1975 and by 1980 should range from 20 to 30 percent of the grapefruit and 50 to 60 percent of the early and midseason oranges.

Because of the expected slow spread of mechanization, it would not completely offset the rise in labor requirements for crop expansion. Under the assumptions of the study, employment would rise from about 25,000 in 1969-70 to over 28,000 in 1975-76, a 12-percent increase to harvest a crop 30 percent larger. By the 1980-81 season, crops were expected to be over 50 percent larger than in 1969-70, with the peak labor requirements 13 percent higher.

The most important impact of mechanization would be on the skill structure of the labor force. By 1980, if feasible steps are taken to smooth seasonality, the peak demands for relatively less skilled workers were expected to be reduced by about 3,000, or 15 percent, while those for skilled and semiskilled workers would almost double, raising their numbers by about 2,400.

Efforts to upgrade the skills of workers to match those required by the industry in the future could minimize displacement. For workers who can acquire the necessary skills, year-round jobs could be provided by coupling the operation of the harvesting equipment during the season with off-season work in repair and maintenance of machinery and conditioning trees for mechanical harvesting. For those who cannot adapt, however, greater efforts to find off-season employment would appear to be necessary.

1972

NTIS PB191289/AS

2-104 Fruit and Vegetable Harvest Mechanization

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

B. F. Cargill and G. E. Rossmiller

Contract 81-24-68-42
Project completed fiscal year 1972

Descriptors: AGRICULTURE; MECHANIZATION; LABOR DEMAND; CONFERENCES; FARMWORKERS; ADJUSTMENT; GOVERNMENT POLICIES

The first two volumes of this study presented papers prepared for two seminars. At the first seminar, agricultural engineers, horticulturists, and agricultural economists discussed various aspects of production technology in the fruit and vegetable industry. At the second, papers putting "Technology in Perspective" were supplemented by papers from economists, sociologists, and industry and labor representatives on the implications of changing technology for employment and skill requirements.

The third volume, prepared by a five-member Task Force on Manpower, the principal investigators, and two consultants, analyzed the materials presented at the seminars and presented conclusions and recommendations on the nature and priority of policies, programs, and research.

The recommendations were shaped by the task force conclusions that: (1) Technological changes in the fruit and vegetable industry were occurring so fast that a central issue was methods of adjusting to those changes with a minimum deterioration in the welfare of the participants: and (2) labor problems in the fruit and vegetable industry provided a good case study for inferences about labor problems of the whole rural sector. The recommendations focused on such problems as the seasonality of labor demand, low incomes, migration, the work environment, the loss of jobs in agriculture, the needs for vocational training and for social legislation extending protection to farm labor, and special problems in rural areas vis a vis social and economic adjustments.

TECHNOLOGICAL IMPLICATIONS, VOL. I

1972

Also available in Rural Manpower Report No. 16, American Society of Agricultural Engineers, St. Joseph, Mich. 49085, and Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823

MANPOWER IMPLICATIONS, VOL. II

1972

NTIS

Also available in Rural Manpower Report No. 17, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823

POLICY IMPLICATIONS, VOL. III

1972

Also available in Rural Manpower Report No. 18, Bulletin Office, Agriculture Hall, Michigan State University, East Lansing, Mich. 48823

2-105 Rural Manpower Policy Research Group

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Collette Helen Moser

Grants 82-26-71-44 and 21-26-73-52
Project completed fiscal year 1975

Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; CONFERENCES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

The Rural Manpower Policy Research Group was a multidisciplinary group established to provide the Department of Labor with research, analytical assistance, and consultation in the formulation of policies and programs for the delivery of rural employment and training services. The group brought ongoing rural employment and training research into sharper policy focus by facilitating the interaction between research designers and program planners through seminars and conferences.

Three conferences were held, addressing: (1) Problems of labor market information (February 1972, Michigan State University); (2) planning for jobs in rural areas (December 1972, University of Texas); and (3) rural employment and training services (December 1973, Denver). In addition, the group provided reviews of research findings, prepared policy papers, and furnished consultive services to the Department of Labor.

The findings indicated that labor market information, integration of employment and training and economic development policies, and development of indigenous planning skills were the immediate needs of rural areas.

ESSAYS ON THE PUBLIC EMPLOYMENT PROGRAM IN RURAL AREAS

Deborah Johnson and Collette Helen Moser, eds.
September 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS

NTIS PB226488/AS

Reports available from Center for Rural Manpower and Public Affairs, Michigan State University, East Lansing, Mich. 48823.

MANPOWER SERVICES IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 13-14, 1973

Collette Helen Moser, ed.
1974

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PLANNING AND ADMINISTRATION; SERVICE DELIVERY SYSTEMS; CONFERENCES

MANPOWER PLANNING FOR JOBS IN RURAL AMERICA: PROCEEDINGS OF A CONFERENCE, DEC. 14-15, 1972

Collette Helen Moser, ed.
March 1973

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; PLANNING AND ADMINISTRATION; CONFERENCES

NTIS PB220827/AS

LABOR MARKET INFORMATION IN RURAL AREAS: PROCEEDINGS OF A CONFERENCE, FEB. 22-23, 1972

Collette Helen Moser, ed.
May 1972

Report Descriptors: RURAL MANPOWER POLICY RESEARCH GROUP; LABOR MARKET INFORMATION; RURAL AREAS; CONFERENCES

NTIS PB218796/AS

RURAL WOMEN WORKERS IN THE 20TH CENTURY: AN ANNOTATED BIBLIOGRAPHY

Collette Helen Moser and Deborah Johnson
1973

Report Descriptors: WOMEN'S OCCUPATIONS; RURAL MANPOWER POLICY RESEARCH GROUP; RURAL AREAS; BIBLIOGRAPHIES

NTIS PB226487/AS

2-106 Farming and Farm Labor: A Study in California

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Paul E. Sultan and Darryl D. Enos

Grant 92-06-72-14
Project completed fiscal year 1974

Descriptors: OCCUPATIONAL MOBILITY; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; FARMWORKERS; NONFARM; MIGRANTS; RURAL AREAS; SPANISH-SPEAKING AMERICANS; CALIFORNIA, RIVERSIDE-SAN BERNARDINO

This study examined the occupational mobility of farmworkers in Riverside-San Bernardino, Calif—a suburban area which until 10 years earlier had a predominantly agricultural economy and was still, at the time of the study, in the middle of a migrant stream of workers.

Data for the area were obtained on rural poverty, the farm labor force and rural employment and training programs. These were supplemented by interviews with 873 farm and ex-farm workers, 30 employers, and public officials.

Their findings convinced the authors that rural employment problems remained as intractable and serious as 10 years earlier and that the problems might be exacerbated as mechanization made both the timing and the nature of labor demands more specific, while agricultural employment was declining. Further, they found that "In no area of public policy is there such a startling increase in the relationship between the remarkable flow of words and the almost indiscernible flow of actions." They made 16 recommendations for action by the agencies concerned.

June 1974

NTIS PB236311/AS

2-107 TOBACCO MECHANIZATION AND RESOURCE ADJUSTMENT IN THE TOBACCO INDUSTRY: A RESEARCH PROGRAM

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Dale M. Hoover

Grant 21-37-73-25
Project completed fiscal year 1977

Descriptors: TOBACCO; MECHANIZATION; LABOR SUPPLY; RURAL AREAS; INCOME; LABOR DEMAND; NORTH CAROLINA; SOUTHERN STATES

This study investigated whether impending changes in flue-cured tobacco production and curing processes threaten the labor force in tobacco-dependent areas of the southeastern United States with significant dislocation. The effect of a reduction in demand for tobacco also was analyzed.

Data were collected in 1973 from a random sample of individuals and households in several counties in eastern North Carolina to estimate how dependent family incomes were on tobacco harvesting and curing. The area was resurveyed in the spring of 1975. Results were compared with census and other secondary data in an analysis of the probable reactions of the labor force to forthcoming mechanization.

Results of computer simulations using the 1973 data showed that job displacement during the 2-month tobacco season would be substantial under any conditions of tobacco demand. Assuming constant demand for tobacco, it was estimated that, by 1980, mechanization would cut the number of hours required of hired harvest workers in the study area by 47 percent from the level prevailing in 1972. This would involve a loss of 10,000 harvest jobs. Black female-headed families, the very young, and the very old were expected to be hurt the most. Although the prospective lost income per worker was small, most harvest workers were judged unlikely to be able to replace the earnings lost through either increased nonfarm employment or increased transfer payments. This would push many even further into poverty.

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION

Dale M. Hoover and Leon B. Perkinson
1977

NTIS PB273892/AS

FLUE-CURED TOBACCO HARVEST LABOR: ITS CHARACTERISTICS AND VULNERABILITY TO MECHANIZATION (EXECUTIVE SUMMARY)
June 1977

NTIS PB273891/AS

2-108 RURAL ORIENTED R&D PROJECTS SUPPORTED BY ETA/USDL: A REVIEW AND SYNTHESIS

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Gene S. Leonardson and David M. Nelson

Grant 21-46-76-12
Project completed fiscal year 1977

Descriptors: PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS; SUPPORTIVE SERVICES; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; MONOGRAPHS

Seventy-one research and development project reports were reviewed and analyzed in this 133-page study of projects funded by the Office of Research and Development of the Employment and Training Administration.

The report is divided into chapters discussing the demand for rural labor, the supply of rural labor, employment and training programs for rural areas, and conclusions.

The great bulk of the work reviewed was concerned with the demand for and the supply of rural labor, and the findings validate what economic theory would predict: that high unemployment and low income will characterize areas of economic stagnation, low growth, or low-wage industries. Additional research was suggested on such topics as causes of varying rates of economic development in rural areas, the effects of economic development in combating labor market problems in rural areas, and what accounts for urban-rural differences in labor market behavior.

The lesser number of projects that were concerned with delivery of services to rural residents produced a number of interesting conclusions: Those projects do best that offer a wide variety of supportive services in addition to basic education and/or training. Program planners need to develop imaginative wage subsidies in order to build an adequate incentive for rural residents to participate in programs in low-wage areas, where income from welfare programs may compare favorably with income from working. Program planners should examine innovative transportation programs and/or become involved in the broad area of transportation development. State and/or Federal regulations are necessary to guarantee the incorporation of the disadvantaged into public employment programs. Success in serving the disadvantaged may depend on having program operators who are committed to serving the needs of the intended target groups. These include private nonprofit and other agencies rather than elected officials; this implies the need for special target group programs. Programs designed for urban areas may not be adaptable to rural areas if they assume hiring practices, wage rates, job descriptions, and administrative structures that do not exist in rural areas. Incorporation of Federal minimum wage requirements may lead local officials to refuse to implement programs. Social services necessary for program operation—for example, public transportation and child care—may not exist in rural areas; their provision requires additional funding for rural programs. Individualized services to applicants are necessitated by the range of problems that affect the rural disadvantaged; extra staffing is necessary. Employers best equipped for public employment programs for the disadvantaged are either (or both) large, with access to many resources and jobs, or social service oriented, used to dealing with "people" problems.

Retention in postprogram jobs by participants in public employment programs is most likely where: (1) The public employment provides the same job duties as the permanent job; (2) the permanent job pays a higher rate than the public employment job; and (3) the permanent job has the same employer as the public employment job.

Other lessons and conclusions were drawn. A full list of the studies consulted was included.
February 1977

NTIS PB263518/AS
ETA R&D MONOGRAPH NO. 50

2-109 The Effects of Technological Change on Future Employment Opportunities for Hispanic Americans in California Agriculture

CALIFORNIA INSTITUTE FOR RURAL STUDIES
DAVIS, CALIF.

Paul G. Barnett

Grant 21-06-78-11
Project still in progress

Descriptors: FARMWORKERS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGRICULTURE; MEXICAN AMERICANS; LABOR DEMAND; LABOR ADJUSTMENT COSTS; CALIFORNIA

This project is one of a series on "Hispanic American Studies." Its objective is to develop a comprehensive estimate of the effects of new technologies, by crop, on the employment opportunities of Hispanic Americans in California agriculture. The project will estimate reductions in agricultural employment and assess likely changes in the nature of remaining farm jobs. To do so, its staff will collect farm employment statistics for crops most likely to undergo technological change and survey current agricultural research and development projects that may affect the employment of Hispanic American farmworkers. These data will be used to predict the effects of technological change on the California farm labor market.

2C 2. THE IMPACT OF TECHNOLOGICAL CHANGE

2-110 Research Design To Forecast Demand for New Types of Technicians in an Industry

GEORGIA INSTITUTE OF TECHNOLOGY
ATLANTA, GA.

John L. Fulmer, Robert E. Green, and Paul B. Han

Contract MDTA 19-63
Project completed fiscal year 1964

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; OCCUPATIONAL STRUCTURE; LABOR SUPPLY PROJECTIONS; TECHNIQUES; TEXTILE INDUSTRY; GEORGIA

This study sought to develop methods useful for forecasting demands for specific new types of technicians emerging as the result of developing technology. A selected group of occupations in the textile industry in Georgia was studied to develop techniques for identifying newly emerging technical jobs, and forecasting future industry requirements for these occupations.

The report presented a design for developing forecasts based on intensive personal interview and followup techniques. The study found that the incidence of new technical occupations in specific industries (such as the textile industry in Georgia) is relatively small. To overcome this problem, the report suggested that virtually 100-percent samples would be required, but pointed out that the cost of such surveys would undoubtedly exceed the worth of the results.
1964

NTIS AD602431/AS

2-111 The Nature of Automated Jobs and Their Educational and Training Requirements

HUMAN SCIENCES RESEARCH, INC.
MCLEAN, VA.

Sidney A. Fine

Contract OAM 3-63
Project completed fiscal year 1965

Descriptors: AUTOMATION; WORKER TRAITS; BLUE-COLLAR WORKERS; JOB ANALYSIS

The objectives of this study were to establish a means for defining and describing automated jobs; to identify and, if possible, measure any training and educational differences in the requirements for automated and nonautomated jobs; and to determine whether interests, aspirations, and orientations of workers in related automated and nonautomated jobs provide useful information for vocational guidance. To achieve these objectives, 51 production and maintenance jobs were analyzed in the steel, electron tube, and computer industries; 132 workers were interviewed; and information was collected from management personnel through mailed questionnaires.

The study found that automated jobs could be analyzed and classified according to their relative complexity and involvement with physical things, data, and people. Three kinds of automation were defined: those that extended and/or replaced (1) physical abilities, (2) mental abilities, or (3) a combination of both. the study suggested that automated jobs which involve feeding or tending require no more, and in some cases less, education than the jobs they replace, but automated jobs which involve operating and tending and which are more "data oriented" generally require reasoning, mathematical, and verbal skills associated with a high school education. Most workers in this type of job believed that a high school education was both helpful and desirable. On the other hand, workers in "lower functional jobs" felt that a high school education was not necessary. Management usually raised educational requirements for automated jobs. Automated jobs appeared to require shorter training periods than the jobs they replaced, except in the maintenance and repair field.
1964

NTIS PB173177/AS

2-112 Management Decisions to Automate

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Harry V. Kincaid and Richard S. Roberts, Jr.

Contract OAM 4-63
Project completed fiscal year 1964

Descriptors: AUTOMATION; EMPLOYER PRACTICES AND POLICIES; BANKING INDUSTRY; ELECTRONICS INDUSTRY; WAREHOUSING; MONOGRAPHS

This project sought to determine what factors influenced managerial decisions to automate and to compare the expectations and effects of automation, particularly as they affect the labor force.

The project was based on eight case studies: two banks which had installed electronic data processing, two electronics factories which had installed numerically controlled machines (a machine tool and a wiring machine), and four warehouses which had installed automatic order-picking and conveyor systems. Information was obtained through written questions and answers, interviews with officials and staff and line personnel,

and examination of company studies, correspondence, records, and reports.

The major basis for the decision to automate appeared to be stabilization or reduction of costs, particularly reduction resulting from increased labor productivity. Management was generally satisfied with the reductions in current operating costs following automation. The quantitative effects on the labor force in these companies was roughly as expected.

Richard S. Roberts, Jr.
1964

NTIS PB503194/AS
ETA
Available in Manpower/Automation Research Monograph No. 3, 1965 (summary)

2-113 Recording and Analyzing Information on Automation and Technological Change

INTERNATIONAL LABOUR OFFICE
GENEVA, SWITZERLAND

Contract OAM 5-63
Project completed fiscal year 1968

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

All six components of this project were designed to tap the ILO's fund of information on the social and economic implications of technological progress in various countries. The basic objective was to help develop a data-exchange program which might yield some guidelines for U.S. efforts to cope with the effects of automation and technological change on the labor market.

2-113A Social Aspects of Automation: A Bibliography of Material Available in the International Labour Office

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

In addition to the two substantive reports designated below, this subproject provided aid to the ILO for planning and organizing a clearinghouse on automation and technological change. This contract was used to devise a classification scheme for use in the clearinghouse.

A BIBLIOGRAPHY OF MATERIAL AVAILABLE IN THE INTERNATIONAL LABOUR OFFICE
1968

NTIS PB177547/AS
Also available from AUT/DOC/2 (Revised), Automation Unit, International Labour Office, 1211 Geneva 22, Switzerland

A REVIEW OF RECENT SOVIET LITERATURE ON THE SOCIAL ASPECTS OF AUTOMATION AND TECHNICAL CHANGES IN THE U.S.S.R.
1968

NTIS PB177548/AS

2-113B Health and Safety Aspects of Automation and Technological Change—A Collection of Abstracts, 1956 to 1962

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

In this subproject, information was assembled from the files of the ILO's International Safety and Health Information Center and abstracts were prepared.
1968
ETA

2-113C European Apprenticeship

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

This subproject compared trends in apprenticeship in eight European countries to determine what changes might be necessary to bring traditional practices into line with industry's changing requirements.

In the countries surveyed, the basic administrative practices of apprenticeship had persisted, but the purpose of apprenticeship was evolving into a system of work experience or education for out-of-school youth. Accelerated technological developments and the current education explosion called for reforms in apprenticeship. Among the measures suggested were full-time technical course work, relatively short periods of practical experience, broadening the skill range of training, accepting displaced older workers, and organizing local industrial associations to plan programs.

Angela Butler and Sven Grabe
1968

NTIS PB177294/AS

2-113D Training of Maintenance Workers

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

This study examined the experience of firms in the chemical and food processing industries in France, West Germany, Belgium, and Sweden in meeting their needs for maintenance workers, for whom rapid technological developments supposedly had generated shortages.

The firms had experienced no difficulty in either recruiting or retraining programs to meet the new skill requirements. Training and retraining usually consisted of special short-term courses organized by companies, employer organizations, technical schools, or equipment suppliers.

Sven Grabe
1968

NTIS PB176741/AS
Also available from ERIC—MO 000515; AUT/DOC/6, Automation Unit, International Labour Office, 1211 Geneva 22, Switzerland

2-113E Redundancy Procedures in Selected Western European Countries

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

This study analyzed the characteristics of European industries in which employment had been declining, as well as the efficacy of efforts to cope with surplus labor. The study considered measures of redundancy (workers discharged because of economic conditions confronting the enterprise) or resulting unemployment, and measures to reduce or absorb hardship to redundant workers.

The report described measures used by companies in the coal mining, shipbuilding, automobile, textile, and railway industries in Western Europe, the Common Market, and the European Coal and Steel Community. It covered the required period for notice of separation, use of government subsidies, relocation problems, early pensions, dismissal grants, and wage stabilization funds. It also analyzed the costs and effectiveness of the various measures.

N. Franklin
1968

NTIS PB176082/AS
Also available from ERIC MP 000578; AUT/ECON/2, Automation Unit, International Labour Office, 1211 Geneva 22, Switzerland

2-113F INTERNATIONAL DIFFERENCES IN FACTORS AFFECTING LABOR MOBILITY

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INFORMATION; AUTOMATION; HEALTH; SAFETY; MAINTENANCE WORKERS; APPRENTICESHIP; LABOR MOBILITY; EUROPE; RUSSIA

This study attempted to measure and explain international differences in labor mobility. It examined collective bargaining and statutory provisions and turnover rates by industry, occupation, and geographic area, primarily in West Germany, Italy, France, and Sweden. The role of political and institutional factors affecting mobility was also examined.

Most worker-relocation programs conformed to the specific needs of the country, and both costs and the number of workers relocated were relatively small. Only in Sweden had the programs done much to improve geographic and intersector labor mobility.

Ralph H. Bergmann, F. Sellier, and C. Zarka
1968

NTIS PB177295/AS
Also available from ERIC—ED 016087

2-114 A STUDY OF MANPOWER REQUIREMENTS FOR TECHNICAL INFORMATION SUPPORT PERSONNEL

AUERBACH CORPORATION
PHILADELPHIA, PA.

Richard Ridall, Murray Dodge, and Myles Mandell

Contract OAM 7-63
Project completed fiscal year 1964

Descriptors: COMMUNICATIONS EQUIPMENT INDUSTRY; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AUTOMATION; TECHNICIANS; INFORMATION SYSTEMS; MONOGRAPHS

Using the case study method, this pilot study investigated the number and types of jobs associated with the preparation and distribution of technical documentation in the communications equipment industry (SIC 366). The primary jobs considered were those directly related to supplying support to scientists and engineers. The possible future effects of automation on these technical information support personnel were also studied. Estimates were made of the numbers of technical information support personnel required now and by 1970 in the communications equipment industry.

The report identified six major types of technical information support which accounted for approximately 4.7 percent of the industry's estimated total employment of 445,000 in 1962—technical writing, drafting, reproduction, library (information center), standards, and spare parts provisioning. Until 1970, technical information support was expected to increase at the same growth rate projected for total employment in the industry. The study indicated a relationship between the growth in the number of engineers and the number of technical information personnel in the communications equipment industry.

Richard Ridall, Murray Dodge
1964

NTIS PB177331/AS
ETA *Manpower for Technical Information Work—A Pilot Study.* Manpower/Automation Research Monograph No. 1, 1964 (summary); Manpower/Automation Research Notice, 1964 (digest)

2-115 OBSOLESCENCE AND UPDATING OF ENGINEERS' AND SCIENTISTS' SKILLS: A PILOT STUDY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Aaron W. Warner

Contract MDTA 15-64
Project completed fiscal year 1967

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; ENGINEERS; RETRAINING; JOB PERFORMANCE

Information on the problems of technical skill obsolescence was obtained from about 40 organizations, through interviews with engineering managers and other directly involved executives.

Although a majority of the managers interviewed felt that the general problem was only of moderate seriousness, several types of situations, involving small numbers of professional research-development-design (R-D-D) personnel, were singled out as especially troublesome: (1) Motivating those R-D-D professionals (largely mature age) whose skills have become outdated, and who have not updated themselves under the firm's continuing-education programs or in other ways; (2) determining the disposition of skill-obsolescent R-D-D personnel when reductions in the professional-technical work force become necessary; (3) identifying, developing, and updating competent project leaders, systems engineers, and other "key" practicing professionals, and motivating them to continue as practitioners in preference to moving into management positions; and (4) assessing the kind and degree of updating needed by technical managers, and providing the means and incentives necessary to bring about such updating.

To these might be added two needs which cut across the more specific problem areas: (1) Devising and applying dependable performance appraisal programs for professional-technical employees; and (2) devising and conducting effective updating-education programs for all levels of professional-technical personnel.

Aaron W. Warner and Paul H. Norgren
1967

NTIS PB178168/AS
Also available from ERIC—ED 015324

2-116 ANALYSIS OF AUTOMATION POTENTIAL BY MEANS OF UNIT OPERATIONS

ARTHUR D. LITTLE, INC.
CAMBRIDGE, MASS.

Waldo Newcomer and Arthur A. Brown

Contract MDTA 17-64
Project completed fiscal year 1965

Descriptors: AUTOMATION; LAYOFFS; ECONOMIC FORECASTING; TECHNIQUES

The objective of this study was to test the feasibility of using the unit operations concept—identifiable and substantially identical activities found in many industrial processes—in developing an important segment of an early warning system for layoffs. Two unit operations were tested—cutting and combining—observed in 10 industries.

Analysis of manufacturing industries in terms of "unit operations" was judged to be a useful and economical aid to the development of an early warning system because the concept can be applied throughout manufacturing to relate materials, mechanical actions, and control techniques to each other. Such an analysis would show which factors were limiting the advance of automation, and point to technical developments that would overcome these limitations.

1965

NTIS PB177415/AS

2-117 MECHANIZATION AND MANPOWER IN GRAY-IRON—A STUDY OF THE IMPACT OF TECHNOLOGICAL CHANGE ON EMPLOYMENT IN AN INDUSTRY WHERE WIDELY VARYING LEVELS OF TECHNOLOGY COEXIST

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Dean S. Ammer, Morris A. Horowitz, and Ernest DeCicco

Contract MDTA 21-64
Project completed fiscal year 1966

Descriptors: MECHANIZATION; EMPLOYER PRACTICES AND POLICIES; PRIMARY METAL INDUSTRIES; LABOR DEMAND

This study focused on the reasons underlying managerial decisions to automate in the gray-iron foundry industry. Case studies were made of seven foundries of varying sizes and types and observation visits were made at eight other foundries.

In the larger foundries, management decisions to automate were primarily for expansion purposes, and thus were affected by business expectations. The rate of technological change in the industry appeared to have slowed since the 1940's, when most of the "new" developments revealed during the survey actually came into being. However, during the 2 years preceding the survey, the rate of change had increased somewhat. The industry was not expected to be an important source of new jobs or to have any significant need for new job skills.
1966

NTIS PB177349/AS

2-118 A METHOD OF MEASURING SHORT-TERM IMPACTS OF TECHNOLOGICAL CHANGE ON EMPLOYMENT AND OCCUPATIONS—AS TESTED IN SELECTED POWER LAUNDRIES

UNIVERSITY OF DENVER
DENVER, COLO.

James F. Mahar and George E. Bardwell

Contract MDTA 36-64
Project completed fiscal year 1966

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; SERVICE INDUSTRIES; ECONOMIC FORECASTING; EMPLOYMENT; METHODOLOGY

This pilot study of 20 plants developed a methodology and framework of analysis for determining and predicting the significant effects of technological change on employment in the power laundry industry. The methodology may be useful for the analysis of technological change in other industries.

The objectives were to: (1) Identify significant innovations which had been adopted by some, but not all, of the plants; (2) identify proposed innovations whose adoption seemed relatively certain; (3) predict the rates of adoption of both the foregoing items; and (4) estimate the impact of these innovations on employment in the industry.

The study isolated the significant variables which determine the rate of adoption of technological innovations. For example, size of plant determined the decision on whether to install the initial washer-extractor. For the industry as a whole, employment was expected to decline by less than 2 percent between 1964 and 1970. No major innovations were expected, and the anticipated changes would call for little change in skill requirements.
1966

NTIS PB170177/AS

2-119 INTERNAL LABOR MARKETS, TECHNOLOGICAL CHANGE, AND LABOR FORCE ADJUSTMENT

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Peter B. Doeringer and Michael J. Piore

Contract MDTA 38-64
Project completed fiscal year 1967

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INTERNAL LABOR MARKETS; EMPLOYER PRACTICES AND POLICIES; MONOGRAPHS; MANUFACTURING; BLUE-COLLAR WORKERS; WORKER TRAITS

This project investigated the impact of changes in production techniques upon production and maintenance jobs in manufacturing and explored the operation and relative importance of internal and external job markets in the labor force adjustment processes necessitated by these changes. Information was gathered through personal interviews with key managerial staff in 20 manufacturing plants selected from 10 industry categories. Data were collected on factors prompting management decisions to introduce technological innovations in production processes and on various mechanisms through which necessary adjustments in skill and experience level of the work force were effected.

The central theme of the study was that differences between the existing skills of the labor force and the requirements for blue-collar jobs in manufacturing are reconciled through a series of instruments over which the employer, alone or in conjunction with a labor organization, exercises discretionary control. The study presented a model of the adjustment process between the labor force and the requirements of blue-collar manufacturing jobs.

The model contained eight variables: (1) The job structure of the plant; (2) the administrative rules governing the internal allocation of labor; (3) the size and character of the labor force outside the plant; (4) recruitment procedures; (5) screening procedures; (6) training procedures; (7) hiring standards; and (8) compensation.

These variables were both the major determinants of plant labor costs and the instruments through which the plant adapted to changing technology and job market conditions. Since each variable has a cost attached to it, the mode of adjustment selected by plants would presumably reflect attempts to minimize these costs.

The study indicated that private adjustment mechanisms reliably and efficiently eliminated, at least for blue-collar jobs in manufacturing, imbalances between job requirements and the characteristics of the labor force. It suggested that Federal employment and training programs should be directed toward the following objectives:

1. Providing general training outside the plant in basic mathematical and verbal skills, programs of this kind would capture economies of scale in formal training and enhance the occupational flexibility of the labor force.
2. Subsidizing in-plant training programs where there is a likelihood that adjustment costs would be translated into price increases.
3. Subsidizing experimental training, screening, and recruitment programs as an incentive to developing new in-plant adjustment techniques.
4. Developing procedures for increasing the flow of information among plants about the various adjustment techniques currently being utilized and their relative costs.

The researchers, in a subsequent contract (81-23-66-22), used the data gathered in this study to develop a theory of dual labor markets, in which the workers' welfare depends on gaining entry to firms that provide good wages and working conditions and offer opportunities to advance.
October 1966

NTIS PB174614/AS
ETA
Reprinted in *Work Force Adjustments in Private Industry—Their Implications for Manpower Policy*, Manpower/Automation Research Monograph No. 7, 1968.

2-120 The Impact of Technological Change on Labor Requirements

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Edward R. F. W. Crossman, Stephen Laner, Stanley H. Caplan, Tarald Kvalseth, and Frederick Schneider

Contracts 81-04-05 and 81-05-66-30
Project completed fiscal year 1970

Descriptors: AUTOMATION; COMPUTERS; JOB ANALYSIS; LABOR DEMAND; PRODUCTIVITY; OCCUPATIONAL STRUCTURE; JOB PERFORMANCE

In the first phase of this project, the researchers conducted a pilot study of job and skill changes associated with current trends in automation and other technological advances. Data were obtained from ten pairs of establishments in the banking, steel, and metalworking industries to permit comparison of: (1) The changes produced by two or more successive levels of technological advance in the industry on the functions, tasks, and jobs of the workers involved; (2) the economic justifications for the changes; and (3) where possible, performance or rating of workers with different levels of education or training who were doing the same job.

In the second phase, the researchers analyzed the impact of technological change on employment and skill requirements for both direct and indirect labor. In 18 case studies, data were obtained concerning the application of digital computers or analog automatic controls, coupled with some form of automatic data storage and transmission, in six processes. The processes were: Check processing and account posting in commercial banking; annealing, galvanizing, and tinplating steel; an airline passenger reservation system; electricity generation (thermal); hydrocarbon cracking (oil refinery); and air liquefaction and separation (chemical industry). Reflecting trends in production and service technology, the concentration was on partial automation rather than primary mechanization.

Using the method developed in the pilot study, the researchers constructed skill profiles (the distribution by skill level of the man-hours required to produce a unit of product or service) for the new process and for the replaced process. Only processes in continuous operation for 2 or more years were studied, usually in "paired" firms because of the brief overlap between the new and the old processes in the same firm. A major innovation was the extension of the skill profile method, which derives skill factor scores from job evaluation schemes used in most industries, to measuring requirements for indirect labor, (maintenance and first-level supervision and planning and scheduling, but not technical and research and higher management).

Direct labor productivity increased in 13 of the cases and remained the same in 5. Almost all increases were in the 25 percent to 275 percent range. Inclusion of indirect labor data brought total productivity gains down, especially in manufacturing processes with large engineering maintenance requirements, and in two cases caused a small net reduction. The study showed a displacement of labor from direct to indirect roles as technology was introduced.

In a majority of cases, technological change increased direct and decreased indirect skill requirements, resulting in a slight decrease in the average skill level. Only in the service sector, where indirect labor demands are low, was there a marked increase in overall skill requirements. Man-hour requirements fell more for semiskilled than for unskilled labor, and were almost unchanged for skilled labor (operatives and craft workers). New processes generally required a slightly better educated work force, but "the general nature of the process had more effect than the technological change itself."

Technological change was constrained by labor supply considerations, not the reverse, the researchers argued. Promising developments were being postponed because of long-term shortages of labor to operate and maintain the new systems.

The researchers further concluded that: (1) Parts of the "structuralist" argument on unemployment were upheld by the study data; (2) the impact of technological change on the labor force does not warrant Government intervention with short-term training and retraining schemes; and (3) the Government should support longer range programs such as apprenticeship for entrants into selected direct labor situations in high production, advanced technology workplaces.

1970

NTIS PB191290/AS

EVALUATION OF CHANGES IN SKILL PROFILE AND JOB CONTENT DUE TO TECHNOLOGICAL CHANGE METHODOLOGY AND PILOT RESULTS FROM THE BANKING, STEEL AND AEROSPACE INDUSTRIES

1970

NTIS PB174221/AS
Also available from ERIC—ED 015326

2-121 Impacts of Technological Changes in Warehousing

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Harry V. Kincaid

Contract 81-04-29
Project completed fiscal year 1965

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; EMPLOYMENT; WAREHOUSING

This project was originally planned as a two-part study, with the second part contingent upon findings from the first phase. The entire project was to provide information concerning the probable impacts of technological changes in warehousing operations on the labor force during the next decade. In addition, the feasibility of a functional rather than an industry approach to the study of technological change was to be tested.

Phase I explored source data to find data with adequate industry details since warehousing establishments are found in most industrial classification lines except service. Primary data sources explored included Federal agencies, State labor and employment offices, labor unions (international, national and local), regional and local employer associations, and management and labor consultants.

The researcher was unable to find sources of data which permitted functional identification of warehousing establishments. He also found that the chief users of automatic warehouse equipment were large operations involving uniform sizes and types of material; cost factors prohibited the installation of automatic equipment in other circumstances. He concluded that the pace at which new equipment was being utilized had had and probably would continue to have negligible effects on employment and occupations in warehousing operations. In view of these findings, phase II was not initiated.

1965

NTIS PB177351/AS
Also available from ERIC—ED 016141

2-122 A Longitudinal Study of Automated and Nonautomated Job Patterns in the Southern California Aerospace Industry

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Paul Prasow and Fred Massarik

Contract 81-04-36
Project completed fiscal year 1970

Descriptors: AUTOMATION; JOB ANALYSIS; AEROSPACE INDUSTRY; WORK ATTITUDES; EMPLOYER PRACTICES AND POLICIES; RETRAINING; HIRING PRACTICES; CALIFORNIA

This study examined the kinds of problems, particularly social and psychological, faced by workers in "automated

jobs." Two series of interviews were conducted with a sample of employees in automated and nonautomated jobs in six of the largest firms in the aerospace industry. "Automated jobs" referred to those duties associated with numerical control machines (NC) and electronic data processing equipment (EDP); "nonautomated jobs" (Equ) were those where the same or similar work is performed but with conventional equipment or methods. The first series of 509 interviews was held in the summer and early fall of 1966. Approximately 18 months later 443 of these workers were again interviewed. A survey of personnel records verified and supplemented data obtained in the interviews, and supervisory and management personnel were interviewed.

Many employees stressed that automation did change the nature and content of jobs. In particular they noted less control over the equipment and work operations, more demands for alertness and attention, and a need for additional training. Although all groups saw their jobs as requiring more skill and responsibility at the time of the second interview, these increases seemed to have little connection with whether the job was automated. There appeared to be no widespread concern about the introduction or consequences of new technology. Rather, a large group preferred automated to nonautomated tasks. Sixty percent or more of the EDP's and NC'S indicated they liked "very much" or "fairly well" tasks requiring automated equipment. Even in the Equ group, nearly half expressed such a preference.

Office automation was more likely than factory automation to have an extensive impact on the labor force—complete change in method of operation, job displacement, and development of new occupational categories. In the factory, the older technology continued to predominate.

Those in automated employment, especially the male EDP workers, were more likely to receive supplemental training than those in nonautomated jobs. More than 60 percent of the male EDP workers had received training during the period covered by this study. Only 13 percent of women in Equ employment had such training. Generally, female employees, whether or not in automated jobs, were satisfied to have on-the-job training only. Male respondents more typically asked for some combination of in-plant training and technical training outside the plant.

Both NC and EDP supervisors preferred work in and supervision of automated jobs by margins ranging from 50 to 70 percent.

The consensus among management personnel was that automation had upgraded the labor force, increased specialization, and required more education and training of employees. Most firms supported elaborate training programs for NC jobs; however, very few conducted courses for EDP jobs. Recruitment of personnel for automated jobs has been largely accomplished by transfers within the plant—highly skilled machinists and engineers have been selected to work on automated jobs, especially NC equipment. Some firms have simultaneously raised and lowered their standards in the hiring of new personnel. While firms hire the most qualified persons to work with the new technology, the greater use of automated equipment has made it possible to recruit persons with lower skills and upgrade them through training.

1970

NTIS PB184856/AS

2-123 Pilot Study of the Impact of Changes in Machine Technology on a Cross-Section of the Labor Force

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Eva Mueller, John Parker, and John Sonquist

Grant 91-21-05
Project completed fiscal year 1966

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; JOB SATISFACTION; UNEMPLOYMENT; EDUCATIONAL ATTAINMENT; EARNINGS

The primary goal of this study was to develop a questionnaire to determine the extent to which people notice changes in their job content and employment conditions which were brought about by changes in machine technology.

The objectives embodied in the questionnaire were: (1) To measure the proportion of the labor force who believed that their job content was altered by various types of changes in machine technology during a recent period; (2) to obtain information about people's perceptions of the direction of change in their job content brought about by such changes; (3) to investigate the immediate personal experience and adjustments following from these changes; (4) to study the impact of the changes on recent occupational progress or careers and on expectations and aspirations; and (5) to compare the impact of automation on various kinds of workers.

This study represents the first attempt at a cross-sectional study of changes in machine technology. It showed that a large-scale field survey of the working population is feasible, that the questionnaire which was developed is workable, and that the information obtained is understandable and codable. The questionnaire was used in a larger study of the labor force. (See contract 81-24-67-02.)

2-124 Management and Automation

ILLINOIS INSTITUTE OF TECHNOLOGY
CHICAGO, ILL.

Elmer H. Burack and Thomas J. McNichols

Contract 81-15-66-17
Project completed fiscal year 1969

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; ADJUSTMENT; SKILL OBSOLESCENCE

This study analyzed the impact of automation and technological change on top management and on various levels of supervision. Information was obtained from over 70 midwestern plants in industries ranging from petroleum refining, utilities, and steel rolling to meat producing and building products manufacturing. Plants of all sizes and degrees of automation were studied, and more than 600 managers, supervisors, and technicians were interviewed.

The researchers found that management seldom considered what effects the introduction of automation or a complex technological change would have on staffing patterns. Nearly all firms manned the new operations with recent college graduates rather than upgrading staff already on the payroll through systematic training. In addition, advances in technology effectively foreclosed promotions for firstline supervisors without technical degrees, and the prestige and authority accorded "technical support personnel" frequently engendered hostility from personnel directly connected with operations or production. As a result, managers and personnel directors faced serious problems.

1969

NTIS PB179315/AS

2-125 Technological Advance in an Expanding Economy: Its Impact on a Cross-Section of the Labor Force

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Eva Mueller

Contract 81-24-67-02
Project completed fiscal year 1969

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR FORCE; LABOR DEMAND; JOB SATISFACTION; UNEMPLOYMENT; EDUCATIONAL ATTAINMENT; EARNINGS

This study, for which the questionnaire was developed and tested under an earlier grant (91-21-05), provides empirical data on the positive as well as negative consequences of changes in machine technology for the labor force during 1962-67. It is based on a survey of 2,662 labor force participants—1,800 men and 862 women—selected by probability sampling techniques.

The study found that technological changes had a limited effect on the labor force as a whole, even though 75-80 percent of the workers said that machinery had an important bearing on their work. Although technological advance materially affected the jobs of 1 1/2 to 2 million workers in each of the 5 years studied, the brunt of associated unemployment appeared to fall on the most marginal labor force groups, together with those hired by technologically backward firms. Hence, the authors concluded, marginal workers should receive special attention in retraining and other programs to ease the impact of technological unemployment.

A change in machine technology typically brought higher income and greater job satisfaction for the workers affected. Despite occasional unemployment, they reported income gains more frequently than workers who continued working with the same equipment. Moreover, changes in job content more often demanded that workers acquire new skills and exercise more judgment and initiative in organizing their work than they made jobs more monotonous and downgraded workers' skills.

The survey confirmed that advancing technology requires a well-educated work force; persons with the higher educational attainments usually worked with the more advanced machines and equipment. It did not, however, answer the question of whether the high level of education associated with modern equipment is required to operate the equipment.

1969

NTIS PB184794/AS

2-126 LOCAL UNION LEADERSHIP AND TECHNOLOGICAL CHANGE

UNIVERSITY OF OREGON
EUGENE, OREG.

Steven E. Deutsch

Grant 91-39-68-17
Project completed fiscal year 1969

Descriptors: UNIONS; ATTITUDES; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INDUSTRIAL RELATIONS

This study explored local union leaders' perceptions of automation, and their attitudes toward union and government responses to automation. Surveys were conducted among leaders representing a broad range of industries in two diverse regions: Honolulu (168 interviews), and 15 industrial centers in Ohio (349 interviews).

The researcher reported that a majority of union leaders believed automation was seldom in the workingman's interest, although it did not necessarily mean that men would be laid off. However, a majority did not feel unions were justified in striking against companies that wanted to automate, or that unions should have veto over installation of automated machinery. For workers laid off because of automation, more union leaders believed that government, rather than the company and union, should offer such assistance as moving expenses and retraining. In general, union leaders in Hawaii were somewhat more committed than those in Ohio to union responsibility for mitigating the effects of automation.

The researcher found the following variables had significant impact on local union leaders' perception of automation as a threat or provocation for militant behavior: (1) Previous negative experiences with automation; and (2) race (blacks—interviewed in Ohio only—considered themselves particularly vulnerable to unemployment resulting from technological change). Other factors not significantly related to these perceptions were: (1) Alienation from work; (2) political liberalism; (3) age; and (4) union membership among immediate family members.

Among implications of the findings, the investigator noted that: (1) Union leaders seemed to recognize the failure of unionism and union-management relations to cope with such problems of technological change as retraining and relocation of redundant workers; and (2) automation appeared to be contributing to racial cleavages.

1969

NTIS PB178899/AS

2-127 ENGINEERS AND SCIENTISTS IN THE INDUSTRIAL ECONOMY

HARVARD UNIVERSITY, JOINTLY SPONSORED WITH NATIONAL SCIENCE FOUNDATION
CAMBRIDGE, MASS.

Richard B. Freeman

Contract 81-23-68-37
Project completed fiscal year 1972

Descriptors: ECONOMIC GROWTH; INPUT-OUTPUT MODELS; ENGINEERS; SCIENTISTS; LABOR DEMAND; TECHNOLOGY AND TECHNOLOGICAL CHANGE; INDUSTRIAL STRUCTURE; OCCUPATIONAL STRUCTURE

This study examined three aspects of the role of scientific-engineering personnel in a modern society.

First, it looked at the effects of research and development (R&D) and related scientific-engineering activity on the performance of the economy, principally during the 1950's and 1960's. R&D was found to be significantly related to industrial growth, changes in productivity or prices, and changes in the mix of inputs. In the input-output table, the sales of R&D-intensive intermediate products increased more rapidly than those of other intermediate goods. The kinds of inputs purchased by R&D-intensive industries also changed especially rapidly. Thus R&D influenced the composition of both outputs and inputs in the economy.

Second, the demand for scientific workers in industry was investigated in detail. Estimated demand schedules showed a significant response of employment to salaries and output. By raising salaries, Federal R&D expenditures reduced scientific employment in nonaerospace and nondefense industries. As a result, despite an edge in scientists-engineers in proportion to population, the United States was found to trail several other countries in scientists and engineers doing civilian R&D.

Third, the operation of industrial and occupational labor markets under conditions of R&D-induced (or other) technological change was considered. Here, it was found that: (1) The demand for workers was relatively inelastic while the supply, especially of young men, was very elastic in response to changes in occupations or industries. (2) Shifts in the industrial composition of the labor force accounted for a large proportion of the changes in occupational employment. A complete model in which occupational employment changes in response to changes in wages and industrial demands for labor accounted for 51 percent of the relative change and 65 percent of the absolute change in employment in 228 detailed census occupations between 1947 and 1969. (3) Changes in the supply of workers to occupations resulting from changes in the demographic-educational composition of the population significantly influenced salaries. A 1-percent increase in supply reduced salaries by approximately 0.8 percent. (4) Surprisingly, changes in the occupational mix of industries that result from substitution in response to rising wages were about as important quantitatively as changes due to unexplained technological shifts.

1972

ETA

2C 3. PRACTICES ON HIRING, TRAINING, UTILIZING, AND RETAINING WORKERS

2-128 COLLECTIVE BARGAINING PROVISIONS AND LABOR MOBILITY

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Harry P. Cohany and Donald M. Landay

Contract MDTA 1-63
Project completed fiscal year 1966

Descriptors: COLLECTIVE BARGAINING; PENSIONS; SEVERANCE PAY; INTERFIRM MOBILITY; LABOR MOBILITY

Under this contract, the Bureau of Labor Statistics (BLS) investigated the effect on labor mobility of two common provisions of collective bargaining agreements: severance pay and pensions. In both cases, the data were drawn from Department of Labor data on major agreements.

2-128A THE OPERATION OF SEVERANCE PAY PLANS AND THEIR IMPLICATIONS IN LABOR MOBILITY

Descriptors: COLLECTIVE BARGAINING; SEVERANCE PAY; INTERFIRM MOBILITY; LABOR MOBILITY

In this study, mail questionnaires were sent to both the company and the union for about 500 severance pay plans provided in agreements in the BLS file. Information was gathered on items such as the amounts paid out, reasons for job terminations, kinds of employees involved, and aspects of the plans that helped workers find new jobs, learn new skills, or move to new locations.

Analysis of the data showed that severance pay seemed neither to impede nor to enhance mobility. Management representatives generally reported that workers facing possible separation did not pass up other employment opportunities to avoid losing severance pay.

Severance pay plans failed to reach their potential for enhancing mobility because of the attitudes of the parties, the plans' structure and administration, the amount received at separation, and the circumstances of workers following separation. Most displaced workers received little guidance on the use of severance pay and did not know how to convert their assets into effective job mobility. The study also noted that in 22 States, the receipt of severance pay negatively affected displaced workers' unemployment compensation benefits.

Harry P. Cohany
1965
Available in Bulletin No. 1462, 1965

2-128B LABOR MOBILITY AND PRIVATE PENSION PLANS: A STUDY OF VESTING, EARLY RETIREMENT AND PORTABILITY PROVISIONS

Descriptors: COLLECTIVE BARGAINING; PENSIONS; INTERFIRM MOBILITY; LABOR MOBILITY

This study described the private pension structure and analyzed the implications of the plans' provisions and practices for labor mobility. It was based on a sample of the 16,000 pension plans filed under the Welfare and Pension Plans Disclosure Act.

The plans covered a minority of American workers. Most of the plans were of recent origin, and they were concentrated in certain occupations and industries.

Although vesting and early retirement provisions were found in 60-75 percent of the plans, they applied only to workers with long service. Nevertheless, the BLS observed, the limiting features of these provisions must not be overlooked when evaluating their possible influence on worker mobility.

Furthermore, the report pointed out, it was premature to assess the plans' impact on workers' attitudes and mobility, because of the recency and evolution of the pension movement.

Donald M. Landay
1964
ETA
Available in Bulletin 1407, 1964

2-129 TRAINING IMPLICATIONS OF JOB SHIFTS FROM BLUE-COLLAR TO WHITE-COLLAR EMPLOYMENT

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

James Stern and David Johnson

Contract MDTA 14-63
Project completed fiscal year 1967

Descriptors: OCCUPATIONAL MOBILITY; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; EMPLOYER PRACTICES AND POLICIES; WISCONSIN, MILWAUKEE

To develop information on shifts from blue-collar to selected white-collar occupations, a sample of employers was canvassed to determine the number and kinds of shifts made, and about 450 workers in the Milwaukee area who had made such shifts were interviewed. Analyses covered patterns of job shifts, skills which are transferable, training or skill acquisition processes used by successful shifters, and the relationship of such shifts to personal, attitudinal, and behavioral characteristics.

The findings showed that slightly more than one-fifth of the men hired for white-collar jobs in Milwaukee County in 1961 and 1962 had backgrounds that included at least a year of blue-collar experience. (Outside the construction industry, foremen were often considered as white-collar workers.) Although most shifts were made within the same firm, employers' policies varied widely, reflecting differing views of blue-collar workers as a source for filling white-collar jobs.

The primary bases for shifts from blue-collar jobs were: (1) Short-term schooling taken in preparation for a white-collar job; (2) relatively formal, extended training for a blue-collar job which, in turn, provided the primary basis for a subsequent shift to white-collar work; (3) experience acquired as a blue-collar worker; and (4) the employer's estimation of the blue-collar worker's potential. The first two paths, involving education and training requirements above the norm, were the principal routes to professional and technical occupations. Blue-collar experience was the most important path to managerial and foreman occupations, while employee potential without regard to any specific blue-collar skill was more important in achieving clerical and sales positions.
1969

NTIS PB177360/AS
Also available from Industrial Relations Research Institute, The University of Wisconsin, Madison, Wis. 53706; "Why and How Workers Shift from Blue-Collar to White-Collar Jobs", *Monthly Labor Review*, October 1969

2-130 THE SHORTAGE OF SKILLED AND TECHNICAL WORKERS

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Walter H. Franke and Irvin Sobel

Contract MDTA 5-64
Project completed fiscal year 1969

Descriptors: LABOR SHORTAGES; EMPLOYER PRACTICES AND POLICIES; TECHNICAL TRAINING; HEALTH OCCUPATIONS; TOOL AND DIE; TECHNICIANS; ILLINOIS, CHICAGO; MISSOURI, ST. LOUIS

This study examined labor market adjustments to apparent shortages of labor and their impact on attracting, training, placing, and retraining workers. The study, conducted in St.

Louis and Chicago, covered practical nurses and medical technologists in hospitals, tool and die makers, tool and die designers, and engineering technicians in the electronics and metalworking industries.

In the two hospital occupations, the researchers found serious and persistent, but not critical, shortages. In the four industrial occupations, despite"...some apparently conclusive national trend data and almost universal beliefs... by employers that serious shortages prevailed," no such situation was found, although the supply of workers was described as "tight."

The most severe shortages were in occupations to which entry routes were most narrowly prescribed: licensed practical nurse, medical technologist, and tool and die maker. Adjustments were more flexible and faster in the engineering technician jobs, which were most commonly filled by upgrading employees with varied amounts and kinds of education, training, and experience.

Few industrial employers reported changes in hiring standards or sources or methods of recruitment; for example, blacks had not penetrated any of the industrial occupations. Moreover, costs had deterred all but the larger firms from undertaking training programs in response to the perceived shortages, and area training institutions were operating below capacity and had made little effort to recruit additional trainees.

For the hospitals, however, the use of blacks and other minority groups was an important response to labor shortages. But the St. Louis schools of practical nursing had "...a relatively long waiting list of qualified applicants."

Some industrial employers reported that shortages had increased the time required to fill orders or the amount of work contracted out, but had not seriously affected the quality of services offered. In the medical occupations, however, the quality of services was lower than it would have been had there been enough qualified personnel.

These differences between the industrial and the hospital occupations prompted the recommendation that special attention be given to the provision of labor supply for "noncompetitive" industries. Beyond that, since the market for each occupation is separate, the adjustment response must be specific. For example, the assumption that the number of workers in an occupation can be increased by subsidizing the training of unemployed persons is not applicable to medical technologists—the one occupation in which training costs were a barrier to entry. The most general solution to training costs, in the authors' opinion, would be the junior or community colleges, which could train for all of the occupations studied with the possible exception of tool and die maker.
1969

NTIS PB180367/AS
Also available from ERIC—MP 001005

2-131 Health Insurance Coverage for Workers on Layoff

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Donald M. Landay

Contract MDTA 24-64
Project completed fiscal year 1966

Descriptors: COLLECTIVE BARGAINING; LAYOFFS; HEALTH INSURANCE

The study was intended to explore whether mobility was impeded or facilitated by the extension of health insurance coverage to laid-off workers.

Information was obtained by interviewing: (1) Labor, management, and other officials affiliated with insurance programs; and (2) a random sample of laid-off workers from 15 selected companies.

Interviews with management and union officials indicated that the extension of health, welfare, and insurance benefits, in their opinion, had no significant effect on the jobseeking efforts of workers on layoff, nor was it designed to do so, and interviews with workers confirmed this conclusion.
1964

NTIS
Also available from ERIC—ED 016140;ETA—Reprint from *Monthly Labor Review*, August 1966

2-132 A Manpower Study of Technical Personnel in Hospital Clinical Laboratories

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Robert R. Cadmus, James P. Harkness, and Lois P. Tillman

Contract MDTA 26-64
Project completed fiscal year 1969

Descriptors: HOSPITALS; LABORATORY TECHNICIANS; JOB PERFORMANCE; SUPERVISION; NORTH CAROLINA

This study reported on the characteristics of laboratory workers and compared the quality of laboratory work performed in small, medium-sized, and large hospitals. A random sample of 199 laboratory workers in 29 North Carolina hospitals participated in the study.

Almost 25 percent of the workers in small hospitals (less than 100 beds) and 71 percent in medium-sized hospitals (100-299 beds) had been trained in commercial schools or on the job. In large hospitals, 68 percent were more highly trained medical technologists certified by the American Society of Clinical Pathologists.

Laboratory output, as measured by numbers of tests and workers per bed, was the same in all hospitals, but the quality of the work increased with hospital size. The measures of quality were based on the workers' accuracy on tests of unknown substances and six standards covering laboratory procedures, equipment, personnel, and supervision. Small hospitals were generally rated poor, medium-sized average to excellent, and large hospitals excellent.

The variations in quality were attributed more to the nature of supervision than the training or experience of workers. In the large hospitals, the laboratory had a full-time pathologist, was supervised by a certified technologist who kept abreast of new developments and had a voice in management decisions, and provided for the continual upgrading and training of workers. In the small hospitals and some of the medium-sized hospitals, the pathologists were employed part time, selection of the laboratory supervisor was based first on years of service, and the laboratory staff was almost isolated from technical advances in their field.

According to the researchers, increasing automation may help upgrade quality and reduce the need for highly trained workers. However, in small hospitals, where the quality of work is lowest, the volume of work is below that considered reasonable for automation. The authors therefore recommended the establishment of automated regional hospital laboratories staffed by workers trained in large hospitals, thus improving the distribution of qualified workers.
1969

NTIS PB180437/AS
Also available from ERIC—MP 001017.

2-133 Supplemental Unemployment Benefits

CAMBRIDGE CENTER FOR SOCIAL STUDIES
CAMBRIDGE, MASS.

Joseph M. Becker

Contract 81-23-66-03
Project completed fiscal year 1968

Descriptors: LABOR MARKET; EMPLOYER PRACTICES AND POLICIES; UNEMPLOYED; FRINGE BENEFITS; COLLECTIVE BARGAINING; UNEMPLOYMENT INSURANCE

This exploratory study investigated Supplemental Unemployment Benefit (SUB) plans: (1) The circumstances under which various plans came into existence; (2) the chief modifications in SUB provisions based on operating experience; and (3) the comparison of actual experience under the plans with their stated objectives. Information was collected through discussions and interviews with employers and labor union representatives.

The author concluded that SUB had no large effect on the allocation of labor. On the demand side, SUB made unemployment more costly, and hence tended to diminish the size of the company's underutilized labor pool. On the supply side, SUB has had the opposite effect; it defused employee resistance to technological change and helped keep the work force intact during layoffs. Furthermore, he considered that the availability of SUB had occasioned some small increase in the cost of unemployment insurance (UI). With combined UI and SUB benefits ranging from 72 to 82 percent of take-home pay, some workers had preferred layoff to taking another job. Such reactions to SUB might also delay needed adjustments in the labor force. Finally, he rated SUB plans generally successfull in achieving their principal objectives. Most covered workers had been eligible for SUB benefits, which had augmented UI by at least 50 percent, and very few SUB claimants had exhausted their benefits. However, he saw little prospect that a decade of experience under SUB would soon lead to liberalizing UI benefits to the point where they equal those paid by SUB plans; even though their success "prepares the mind to accept" UI benefits at least somewhat higher than had been paid traditionally.
1968

NTIS PB178389/AS
Also available in *Guaranteed Income for the Unemployed: The Story of SUB*, Johns Hopkins Press, Baltimore, Md., 1968; "Private Supplementation of Public Unemployment Benefits," Sar A. Levitan, ed., *Towards Freedom From Want.* Industrial Relations Research Association, Madison, Wis., 1968.

2-134 PROJECT GATEKEEPER: THE REDUCTION OF JOB DISCRIMINATION BY THE USE OF SELF-CONFRONTATION AND FEEDBACK TO THE DISCRIMINATOR

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Charles A. Dailey

Grant 91-09-66-25
Project completed fiscal year 1967

Descriptors: EMPLOYER ATTITUDES; HIRING PRACTICES; DISADVANTAGED; DISCRIMINATION

The general objective of this project was to design a program for training administrators to recognize the career potential of disadvantaged workers. It was based on two assumptions: (1) Managers and administrators, who are the "gatekeepers of opportunity," make decisions concerning hiring and promotions in a way which consistently underestimates the abilities of the disadvantaged. (2) The gatekeepers' perceptions can be changed by training, but not of the orthodox classroom variety.

The report outlined the mechanics, content, and possible budget of a training program to make the gatekeepers aware of: (1) Discrepancies between their professed attitudes toward the disadvantaged and their actions; (2) the effects of expressing—either explicitly or implicitly—their social preferences while they are interviewing applicants; and (3) the need to obtain more information from a disadvantaged applicant before rejecting that person for a job. The principal techniques employed were the use of audio- and video-tape and feedback to the gatekeeper undergoing training.
1967

NTIS PB177352/AS
Also available from ERIC—ED 016137

2-135 INDUSTRY HIRING REQUIREMENTS AND THE EMPLOYMENT OF DISADVANTAGED GROUPS

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Daniel E. Diamond and Hrach Bedrosian

Contract 81-34-66-25
Project completed fiscal year 1970

Descriptors: HIRING PRACTICES; JOB PERFORMANCE; MONOGRAPHS; WORKER TRAITS; DISADVANTAGED; MISSOURI, ST. LOUIS; NEW YORK, NEW YORK

This study investigated the role of employers' hiring standards in the persistence of labor market imbalances that are manifest in concurrent shortages of workers in low-skilled jobs and high unemployment among disadvantaged workers. Ten major entry and near-entry occupations, where labor shortages were reported, were selected for simultaneous study in the New York and St. Louis standard metropolitan statistical areas. The occupations included five white-collar jobs (bank teller; cashier-checker; hotel clerk; salesperson, parts; and shipping and receiving clerk); four blue-collar jobs (arc welder; press feeder; production machine operator; and wireworker); and one service occupation (orderly). The various occupations were studied in different industries, representing 14 industry groups.

The analysis indicated little or no relationship between hiring standards and job performance (measured by earnings and supervisory ratings) for any of the occupations in a significant percentage of the establishments studied. Moreover, the considerable variations in minimum requirements and preferences among employers for the same occupations demonstrated that even objective hiring standards may be influenced by subjective considerations.

For a given occupation, standards varied among companies within the same area and between the two areas with respect to age, sex, education, previous work experience, appearance, and company policy on hiring applicants with police records or those who could not properly complete the application form. For example, about half of the hotels in St. Louis required clerks to have a high school diploma, approximately three-tenths wanted some high school short of a diploma, and the balance wanted an eighth-grade education, accepted less, or were uncertain.

Only the requirements with respect to previous work experience proved to have any consistently significant relationship to job performance. In seven cases, performance was linked with months of experience in the occupation and in three of these, also with months of experience in other jobs. However, work experience seemed critical only in certain occupations.

The researchers suggested that employers might better predict job success by evaluating certain worker traits (aptitude, interest, and temperament, for example) than by setting arbitrary hiring standards for age, sex, education, and even experience in some cases and recommended some simple tests of these traits. However, the most fundamental step in reassessing hiring standards was seen as the development of a written statement of hiring standards based on a careful analysis of job performance. Guidelines for developing such standards for each of the occupations are given in the report.
1970

NTIS PB191278/AS
ETA
Also available from ETA—*Hiring Standards and Job Performance*, Manpower Research Monograph No. 13, 1970

2-136 Exploratory Study of Job Performance Aids and Their Potential Impact Upon Training Requirements and Manpower Utilization

PHILCO CORPORATION
PALO ALTO, CALIF.

Albert B. Chalupsky

Contract 81-05-67-06
Project completed fiscal year 1967

Descriptors: EMPLOYER PRACTICES AND POLICIES; LABOR UTILIZATION; TECHNIQUES

Job performance aids, ranging from simple manuals to sophisticated electronic equipment, could permit the use of workers with less natural capacity, skills, and training. This exploratory study synthesized research findings on the application of job performance aids, and assessed their potential value for influencing government employment and training policies, realigning job requirements and employment and training resources, and modifying personnel selection, training, and utilization practices. The literature review was supplemented by visits to a sample of establishments in two occupational areas: electronic assembly and nursing patient care.

The study showed that, while job performance aids can compensate for lack of training and experience, improve job quality, and increase productivity, there is little evidence concerning the extent to which this is so. Generally, they are most effective where jobs are complex, have long work cycles, or involve infrequently, performed tasks and least used where job tasks are subdivided into short cycles or are repetitive.

Albert B. Chalupsky and Thomas J. Kopf
1967

NTIS PB177330/AS
Also available from ERIC—ED 015316

2-137 Employer Policies in a Changing Labor Market—The San Francisco Bay Area Employer Policy Survey

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Margaret S. Gordon and Margaret Thal-Larsen

Contract 81-05-67-24
Project completed fiscal year 1970

Descriptors: EMPLOYER PRACTICES AND POLICIES; LABOR MARKET AREAS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; SUBURBAN AREAS; LABOR MARKET INFORMATION; CALIFORNIA, SAN FRANCISCO

This study—part of a broader program of labor market research in the San Francisco Bay area— was probably the first study of the full range of employer policies and practices in the light of postwar changes in technology and the decentralization and consolidation of industry. Data were obtained in interviews with a random sample of 309 establishments, representing all major industry divisions (including government), which had at least 100 employees each and together accounted for 20 percent of the area's employment.

Change was the order of the day. About 85 percent of the establishments had made at least one of the following changes between 1960 and 1966, and about half had made at least three such changes: Built a new plant; remodeled a plant; installed new equipment; modernized equipment; significantly changed operating procedures; eliminated inefficient working arrangements; or changed materials used in the production process. Some establishments that had been locally owned had also sold a controlling interest to a larger corporation with headquarters elsewhere as the only way of financing modernization. Moreover, among those establishments with less than 250 employees, branch or headquarters units were considerably more likely to experience technological change than were single-unit establishments. The trend toward industrial consolidation thus may have hastened the pace of technological change.

Building or remodeling plant facilities often contributed to industrial decentralization. These establishments were often located outside the central city areas, primarily because of such physical factors as the availability of land and access to the newer modes of transportation. If employment opportunities continue to expand more rapidly in the outer ring of the area, the researchers observed, opening doors to jobs for blacks from the central city will become more difficult.

Thus, while there was a strong case for publishing labor market statistics for combinations of standard metropolitan statistical areas (SMSA's) wherever the labor market cuts across several of them, there is also need for data on geographic areas within SMSA's.

Intra-area variations in the rate of expansion in various occupations and in wages also suggested an urgent need for better communication between local offices of the employment service with respect to job openings and job applicants. The employment service also needs to respond to other findings by increasing formal recruiting, serving more white-collar workers, coordinating all employment and training programs, and establishing new ventures in the suburbs.

1970

NTIS PB188051/AS
Also available in "Changing Employer Policies in a Large Urban Labor Market," IRRA *Proceedings*, Winter 1968

2-138 A Study of Problems of Manpower Utilization in the Construction Industry: Intermittency of Employment, Unemployment, and Labor Shortages

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Daniel Quinn Mills

Contract 81-23-68-11
Project completed fiscal year 1969

Descriptors: CONSTRUCTION INDUSTRY; SEASONAL EMPLOYMENT; COLLECTIVE BARGAINING; EMPLOYER PRACTICES AND POLICIES; JOB SECURITY

The core of this study was an analysis of seasonality and the dynamics of construction work, based largely on published government statistics on the construction industry (statistical series on the value of new construction put in place, housing starts, value of building permits authorized, contractors' employment, and unemployment rates). The researcher also made a special study of labor utilization in the construction crafts.

The author found that seasonality in construction employment was most pronounced when labor markets were loose and least pronounced when they were tight. The process by which the industry attempted to meet its labor needs "adjusted to shortages only with considerable increases in cost and delays in project completion."

Although the seasonal pattern was rooted in unfavorable winter weather and seasonal patterns in construction expenditures, traditional practices led the industry to adjust its use of labor to the desired seasonal pattern if labor market conditions permitted. Hence, the same seasonal pattern was observed in virtually all areas, but was more pronounced in the North. Unemployment statistics mask, to a degree, the situation of mechanics with a strong attachment to the industry. This was so because, as the author observed, "job security remains essentially nonexistent, though the journeyman may follow the work." Yet the unemployment statistics made no distinction between casual labor and those with a longstanding industry attachment.

In the trades where employment was least casual (the electrical and mechanical trades), "...formal training and upgrading programs perform a larger role in workers' development, and the allocation of workers among jobs is performed centrally by the labor organization to a greater degree than elsewhere."

The researcher suggested two means of achieving more stable construction employment: Providing greater job security for the workers and promoting increased winter work. He discussed how these objectives might be achieved.
1969

NTIS PB184849/AS
ERIC—MP 000936

2-139 Report of a Conference on Meeting Medical Manpower Needs—The Fuller Utilization of the Woman Physician, January 12-13, 1968, Washington, D.C.

WOMEN'S BUREAU
WASHINGTON, D.C.

Mary Dublin Keyserling

Contract 81-09-68-15
Project completed fiscal year 1969

Descriptors: LABOR UTILIZATION; PHYSICIANS; WOMEN; CONFERENCES

This conference, held in Washington, D.C., in January 1968, brought specialists in the areas of medicine, labor, and medical education together to explore the question of how to effect fuller utilization of the woman physician.

Among the recommendations were: (1) Better counseling and guidance during the formative years; (2) arrangements for part-time training for women with young children; (3) development of child-care facilities; and (4) support of retraining programs for inactive women physicians.

Many participants felt, however, that remedying the shortage of health services required rationalization of the system by which these services are produced and delivered.
1970

Available from Women's Bureau, U.S. Department of Labor, Washington, D.C., 20210; American Medical Women's Association

2-140 New Workers in the Banking Industry: A Minority Report

NEW YORK UNIVERSITY
NEW YORK, N.Y.

R. David Corwin

Contract 81-34-69-02
Project completed fiscal year 1970

Descriptors: BANKING INDUSTRY; AFFIRMATIVE ACTION PLANS; MINORITIES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

To find out what factors account for improved minority employment patterns in the banking industry, this study examined the employment policies of six major New York City banks that have been leaders in hiring minority group workers (primarily blacks and Puerto Ricans). Interviews were conducted with key administrative and supervisory personnel, new trainees, and workers; data were analyzed from reports of the Equal Employment Opportunity Commission.

A tight labor market, an expansion in banking, and the commitment of management were all found to have been instrumental in expanding the proportion of minority employees in the six banks from about 16 percent of total employees in January 1967 to about 26 percent in January 1969. At the time of the study, members of minority groups constituted close to half of all new hires.

In the process of broadening their recruitment practices to include such techniques as outreach to minority neighborhoods and ghetto high schools and the use of minority newspapers and employment agencies, the personnel departments of the banks had become more of a "rational bureaucracy." New hiring models had emerged in which requirements were based on skills specifically pertinent to the job, with rigid use of tests and formal credentials subordinated. Vestibule training programs had been added, primarily for entry-level jobs, and there were some programs for upgrading and sensitivity training for supervisors.

With the bulk of their minority workers in routine clerical positions, the banks were considering innovations to upgrade them to such middle-level jobs as computer programer and teller and also to manager and officer positions. In one bank, a new "staff development" unit suggested that the supervisor share his power to recommend promotions with the employee and a "neutral evaluator." Another bank required "promotion from within" in certain units, thereby greatly increasing minority promotions. Several of the banks had entered into special cooperative education programs with junior colleges and were involved in educational programs at predominantly black colleges.

Recommendations were made for improving minority employment patterns in the banking industry.
1970

NTIS PB192569/AS

2-141 Manpower Development and Utilization in the Contract Construction Industry

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

John T. Dunlop

Contract 81-23-69-17
Project completed fiscal year 1972

Descriptors: CONSTRUCTION INDUSTRY; WORKER UTILIZATION; TRAINING; JOB STABILITY

This comprehensive appraisal of the construction industry's capacity to prepare for projected changes in its labor requirements focused on the industry's training system. (The study furthered the work of the junior author in his dissertation under grant 91-23-67-08.) Problems explored included the relationship between seasonality and the continuity of training programs; the costs and data needed for developing techniques of forecasting labor needs and work scheduling to improve the use of workers; and informal methods of entry into the construction trades for minority workers.

The following were the study's major findings and recommendations:

The role of government should center on assisting and supplementing private actions of employers and unions in such areas as providing data, technical assistance, and funds to improve labor demand projections and planning mechanisms both on a national and local basis.

Lacking better information and mechanisms, training in construction remained decentralized and largely limited to apprenticeship programs.

A balance sheet for the industry's estimated labor requirements and anticipated flows of workers implied that increases in apprenticeship and other formal training were offset by assumed reductions in informal entries into the industry.

Prospective increases in formal training stemmed from two sources. Some trades, e.g., operating engineers and ironworkers, increased attention to formalizing training for skills hitherto learned primarily through informal methods. And, in efforts to increase minority group participation, most unions were considering the establishment of formal training mechanisms outside of apprenticeship programs.

The low average number of hours worked in construction resulted from seasonality, changes in the composition of demand, fluctuations in the volume of work available in local labor markets, and an uneven distribution of available work among craftsmen in a trade in a particular area. Stabilization of the work flow was critical to improving labor utilization. However, stabilization could be achieved only when owners, public and private, were convinced of the merits of establishing priorities for work and of developing scheduling mechanisms.

Improving and expanding the vocational education system would be an apt scheme for supplementing the apprenticeship process. Such efforts, with adequate government funding and industry involvement, should increase the exposure of youth to the crafts and shorten the period of on-the-job training necessary to become a journeyman.

John T. Dunlop and Daniel Quinn Mills
May 1972

NTIS PB209263/AS
Also available as *Industrial Relations and Manpower in Construction*, D.C. Heath & Co., Lexington Books, Cambridge, Mass. 1972

2-142 A "New Approach" to Local Labor Market Analysis: A Feasibility Study

YALE UNIVERSITY
NEW HAVEN, CONN.

Robert S. Goldfarb and Daniel S. Hamermesh

Grant 91-07-69-48
Project completed fiscal year 1970

Descriptors: EMPLOYER PRACTICES AND POLICIES; ABSENTEEISM; TURNOVER; RECRUITMENT; CONNECTICUT, NEW HAVEN

While most studies of the operation of local labor markets have relied largely on data collected from workers, this project explored the feasibility of collecting data from firms' records. Specifically, the study sought information on the policies and characteristics of a firm which affect its ability to attract and retain workers, with special attention to absenteeism as an indicator of job dissatisfaction and a major cause of turnover. For six New Haven, Conn., firms, individual personnel records were analyzed and aggregate data were collected on termination, absenteeism, applications, and hires.

The individual personnel data were difficult to extract and frequently left crucial gaps so that they were of limited use. But the researchers concluded that the collection of aggregate data on applications and terminations was both feasible and fruitful.

Analysis of the job applications data indicated that categorizing firms according to the types of labor market forces which affect applications for their jobs would give insights into constraints on recruitment and strategies of recruitment. It would also give insight into the way in which people "filter" through a labor market; for example, certain "visible" firms, by virtue of their size and location, appeared to act as gateways to the labor market, so that their ability to absorb labor determined the flows to less visible firms. Among the six firms studied, terminations (primarily quits) responded quite differently to such labor market variables as employment in manufacturing, the unemployment rate, employment at the particular firm, and the season.

The influences on applications and terminations differed markedly between clerical workers and factory workers, with the latter doing much more "job shopping" when the labor market tightened—perhaps because of greater variation in factory jobs. Clerical workers were much more likely to use formal sources than workers applying for nonclerical work.
1970

NTIS PB193098/AS
Also available in "Manpower Programs in a Local Labor Market: A Theoretical Note," *The American Economic Review*, September 1970, pp. 706-709.

2-143 Explorations in Low Pay, Collective Bargaining, and Economic Mobility

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Peter B. Doeringer

Contract 81-23-70-08
Project completed fiscal year 1974

Descriptors: COLLECTIVE BARGAINING; SERVICE INDUSTRIES; LOW-WAGE INDUSTRIES; LOW INCOME; DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; GREAT BRITAIN; JAPAN; SWEDEN

This study tested the premise that instability of employment in the low-income labor markets reflects deficiencies in the employment function rather than in the training capabilities of individual jobholders. The study also examined the relationship between collective bargaining and earnings, employment stability and other work experience of service workers.

Information germane to these objectives was collected from officers, staff, and files of the Service Employees International Union (SEIU) and employers. Information from the 1967 Survey of Economic Opportunity was analyzed to provide a basis for comparing the effects of unionization and sex, race, and education on earnings in selected occupations.

Data were also collected based both on literature and personal experience concerning the impact of collective bargaining on earnings in industrialized countries, including Great Britain, Sweden, and Japan.

The study reported that unions affected the larger structure of the employment relationship but were not as strong in the service industries (the low-wage sector) as in other situations. Unionization appeared to contribute to reduction in voluntary job turnover. The comparisons of Great Britain, Sweden, and Japan with the United States suggested that different labor market systems yield patterns of labor market duality similar to those in the United States.

Alternative strategies for dealing with low-wage industries were suggested: (1) To make the market more competitive by encouraging external mobility; and (2) to encourage internalization of the job market (e.g., enhance job security and economic advancement through measures to stabilize employment and provide promotion opportunities within enterprises).
August 1973

NTIS PB223957/AS

2-144 A Three Company Study of The Intrafirm Mobility of Blue-Collar and Lower Level White-Collar Workers

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Frank H. Cassell and Samuel I. Doctors

Grant 92-17-71-02
Project completed fiscal year 1972

Descriptors: INTERNAL LABOR MARKETS; MALE/FEMALE; UPGRADING; OCCUPATIONAL MOBILITY; LOW INCOME; WORKER TRAITS; MANUFACTURING; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS

This was a preliminary study of intrafirm mobility patterns among the blue-collar and nonmanagerial white-collar employees of three manufacturing firms. It examined the working of the mobility systems, the reasons underlying their design and limitations on their operations, and other factors relevant to understanding the barriers to broad internal mobility programs.

Information of three varieties was analyzed: (1) Case studies of each company; (2) interviews with a sample of managerial and nonmanagerial employees at each company; and (3) 2,300 detailed job histories extracted from the personnel records of the participating firms. Because of the small number of companies and resource limitations, primary emphasis was placed on the 2,300 job histories, which were used to investigate the relationship between an employee's personal and demographic characteristics and such intrafirm mobility indexes as current wage, rate of wage progress, initial and current labor grade, and propensity to quit.

The data appeared to indicate different mobility paths for men and women and discrimination against women in terms of both wage and labor grade in all three companies.

An important finding was that companies offering the greatest internal mobility opportunities may also have the least structured internal labor markets because of rapid growth and change in their product markets. Thus mobility may be most

difficult to measure in those organizations where it is most prevalent.

Another finding was that management conceded that present organizational structures were not designed to yield optimal mobility opportunities but rather to simplify the production process without regard to labor costs.

November 1972

NTIS PB216184/AS

2-145 Pension Provisions Affecting the Employment of Older Workers

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Emerson Beier

Contract 81-11-71-16
Project completed fiscal year 1974

Descriptors: PENSIONS; RETIREMENT; INDUSTRY PRACTICES; OLDER WORKERS; AGE DISCRIMINATION IN EMPLOYMENT ACT; LABOR FORCE PARTICIPATION; TRANSITION FROM WORK TO RETIREMENT; WELFARE AND PENSION PLANS DISCLOSURE ACT

This two-phase study of the extent and nature of private pension plan provisions giving rise to involuntary retirement was undertaken in response to the requirement in Section 5 of the Age Discrimination in Employment Act of 1967.

The first phase, consisting of a broad analysis of private pension plan provisions in 1967 and 1971 under which older workers may be forced to retire, has been completed.

The second phase determined the feasibility of a larger study to explore the perceptions of workers who retired under these provisions and the impact of these provisions on them.

In the first phase, the BLS analyzed data under the Welfare and Pension Plans Disclosure Act covering 21 million workers, most of them in private pension plans. Issues studied included mandatory retirement, early retirement, limits on crediting service after retirement, coverage extended to older workers, and benefits to older workers seeking postretirement jobs. In the second phase, a pilot survey was made of recently retired workers from lists voluntarily supplied by employers.

The first phase found that the Age Discrimination in Employment Act apparently did not discourage the invoking of pension provisions restricting employment opportunities for older workers. The second phase found that it was often not feasible to obtain recent retiree lists from employers to study involuntary retirement because of possible legal complications, and because the recordkeeping systems of some employers did not enable ready retrieval of data.

Harry E. Davis
April 1973
Available in *Monthly Labor Review*, April 1973, pp. 41-45.

2-146 The Development and Utilization of Manpower Resources in the Homebuilding Industry: A Local Survey of Contemporary Practices

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

Howard G. Foster

Grant 91-36-71-41
Project completed fiscal year 1973

Descriptors: CONSTRUCTION INDUSTRY; FRINGE BENEFITS; WORKER UTILIZATION; UNIONIZATION; SEASONAL EMPLOYMENT

This project examined labor market practices in homebuilding and compared them with those in the more extensive commercial sector of the construction industry. Interviews with 143 homebuilders and subcontractors in Buffalo, industry spokesmen in several northeastern cities, and officials of the National Association of Homebuilders cast new light on hiring practices, training, wages and benefits, and seasonality in a sector of construction activity that is predominantly nonunion.

The study found that: (1) There was much less seasonal unemployment than in nonresidential construction; homebuilders tended to add temporary workers during peak periods rather than lay off regular workers in times of slack; (2) when construction activity was low, the homebuilding industry used a few highly skilled craftsmen to direct large numbers of semiskilled workers; (3) when construction activity was high, homebuilders were the first to feel the pinch of labor shortages as skilled workmen who could command union jobs left for more attractive openings in commercial construction; and (4) the ability of homebuilders to attract competent workers may be explained by the manner in which they adjusted to seasonal fluctuations and the lower skill levels they demanded.

September 1972

NTIS PB212200/AS

2-147 Changing Schedules of Work: Patterns and Implications

AMERICAN INSTITUTES FOR RESEARCH
SILVER SPRING, MD.

Albert S. Glickman and Zenia H. Brown

Contract 81-11-72-11
Project completed fiscal year 1973

Descriptors: JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK SCHEDULES; LIFESTYLES; PERSONNEL ADMINISTRATION; LEISURE; WORK ATTITUDES; INSTITUTIONAL CHANGE; ADJUSTMENT

The study examined existing literature and recent experiences with new work schedules, such as the 4-day week, and flexible time schedules.

The authors foresaw increasing flexibility in working hours, which workers want and which a growing number of jobs permit. Because of tradeoffs among various nonwork and work options, however, they found it difficult to assess the probable net impact of this trend on the quality of life. They called for further research on the problems of psychological and sociological adjustment and the need for changes in institutions which will stem from changes in leisure/work patterns.

February 1973

NTIS PB219117/AS
Also available from ERIC—ED 079479.

2-148 Manpower Advisory Service in the Workplace: A Missing Link in National Manpower Policy

UTAH STATE UNIVERSITY
LOGAN, UTAH

Gary B. Hansen

Grant 92-49-72-24
Project completed fiscal year 1976

Descriptors: PRODUCTIVITY; COST EFFECTIVENESS; EMPLOYER SERVICES; ORGANIZATIONAL STRUCTURE; EMPLOYER PLANNING; JOB PERFORMANCE; UPGRADING; UTAH

The work undertaken in this project was part of an overall R&D effort to see whether the position of the employed work force could be enhanced by stimulating employer application of better employment, training, development, and utilization practices. Specifically, this project explored the question of whether employers perceive a need for and will pay for diagnostic and advisory employment and training management assistance from a small staff under the auspices of a university.

During the first year, the grantee set up a broad-based advisory council whose function was to aid the project in acquiring

initial legitimacy and acceptance within the employer community. It also established working relationships with approximately 20 small- and medium-sized firms, representing a variety of industrial/occupational characteristics.

During the second year, the grantee analyzed various employment and training management practices and provided free advice on ways of improving them; tested and refined selection criteria to identify the types of firms and employment and training management problems that are appropriate targets for project services and offer the opportunity for experiences that can be generalized; and designed evaluation instruments for measuring the impact of project interventions upon the work forces of employer clients.

During the final year of work, the grantee sought to determine the value of project services as reflected in the willingness of employers to pay for such services.

Gary B. Hansen, Marion T. Bentley, et al
March 1976

NTIS PB263[illegible]1/AS

2-149 Selection and Performance in a Gas Utility Company

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Myron L. Joseph

Grants 92-42-72-34 and 21-42-73-43
Project completed fiscal year 1978

Descriptors: EMPLOYMENT; JOB APPLICANTS; INTERNAL LABOR MARKETS; HIRING PRACTICES; TESTING; ASSESSMENT AND EVALUATION

The later project—an outgrowth of the feasibility study (grant 92-42-72-34)—examines: (1) The effects of the employment policies of a public utility on the composition and advancement of different groups in its work force; and (2) the firm's recruiting practices and its internal labor market.

Sources of data for the study were: (1) Interviews with company personnel and industrial relations officials; and (2) the files of job applicants and the records of the personnel, payroll, and industrial relations sections.

The researcher found that the company relied primarily on walkins and employee referrals for its job applicants and received a very large number of applications relative to the number of employees hired. Private employment agencies were used for some specialized white-collar jobs. Social agencies and the employment service were sources of black applicants. The company's selection procedures included informal and subjective elements that led to employment preference for white applicants who were related to company employees. White applicants apparently benefited from an informal communication network. Black employees were hired primarily as a consequence of explicit affirmative action by the company's personnel officer at headquarters. Variables were identified that had a significant effect on the initial screening and hiring of new employees. These included referral sources, aptitude, intelligence tests, and evidence of specific skills and experience.

There was mixed evidence on the validity of the hiring criteria that could be studied. Both positive and negative relationships were observed, and some criteria were unrelated to performance measures. Both blue-collar and white-collar workers appeared able to improve their performance indicators through technical job-related courses made available or supported by the company. The researcher found shortrun turnover highest for employees who were young, female, and who had transferable skills. Black employees and those with low performance ratings also had high termination rates. After the first 2 years, younger, female, and black employees had lower turnover rates.

The data suggested the possibility of discrimination against blacks and female employees in performance ratings and promotions. The researcher points out that only strong affirmative action will enable blacks to enter this relatively stable internal labor market.

May 1978
ETA

2-150 An Investigation of the Stability of Hours of Work per Week in Manufacturing, 1947-1970

UNIVERSITY OF GEORGIA
ATHENS, GA.

Ethel B. Jones

Grant 91-13-72-36
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; WORK SCHEDULES; MANUFACTURING; WAGES; TURNOVER

This study measured the effect on the trend of hours of work per week in manufacturing from 1947 to 1970 of data gathering methods, employment characteristics that may change over time, and hours of work at overtime pay. The objective was to ascertain why manufacturing had not shared the shorter workweek that had spread through much of the economy since World War II.

Five factors were examined for their influence on the trend of hours calculated from the published data about hours spent at the place of work. Two of the five related to procedures followed in the Census and Annual Surveys of Manufactures. The other three factors described employment characteristics and included the distribution of employment among manufacturing industries over time, the distribution of employment between the South and non-South over time, and labor turnover throughout the period of study. With the exception of labor turnover, the impacts of the factors were estimated at the 2-digit level of manufacturing employment as well as for total manufacturing.

Allowance for any of the five factors did not noticeably alter the historical record of manufacturing hours calculated from published data, and the effect upon individual 2-digit manufacturing industries was both infrequent and small. Hours worked at overtime rates of pay had increased during the time period studied. This increase was interpreted as resulting from more workers working longer hours rather than the substitution of hours of work at overtime rates of pay for hours of work at straight-time rates (that is, a shortening of the standard workweek).

1974
ETA

2-151 Economic Implications of Maternity Leave

STATE OF WISCONSIN, DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS, BUREAU OF COMMUNITY SERVICES
MADISON, WIS.

Jennifer Gerner

Grant 21-55-73-22
Project completed fiscal year 1975

Descriptors: SEX DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; WOMEN; MATERNITY EMPLOYMENT PRACTICES; UNION ATTITUDES; FRINGE BENEFITS; INDUSTRY PRACTICES; EMPLOYER PRACTICES AND POLICIES; WISCONSIN

This study examined the maternity leave policies and practices of employers and unions and their effects on employment patterns for women.

The researchers interviewed employers, union representatives, and workers in 300 Wisconsin firms, analyzing labor-management contracts and personnel policies relating to maternity leave and to the different treatment accorded men and

women in such matters as wages, fringe benefits, and work rules and ascertaining workers' perceptions of equal opportunity in employment.

The study found indications that the Equal Employment Opportunity Commission guidelines regarding maternity leave were not being well enforced. Maternity leave was treated as a temporary leave of absence and not as normal sickness disability. Consequently, women workers might lose some benefits.

Other discrepancies in treatment of men and women were not easily identifiable. In a survey of unionized workers, the researchers found that health plans stipulated a head-of-household requirement that usually meant men but not women were eligible to enroll their families and themselves.

A cost analysis revealed that if maternity leave were treated as a disability, the cost would be 1 percent of the total wages and fringes in all industries. In hospitals and school districts, the two areas where women predominate, the cost would be 2-1/2 percent of the total.

January 1975

NTIS PB239083/AS

2-152 Internal and External Labor Markets: An Analysis of Manpower Utilization

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Bradley R. Schiller

Grant 21-24-74-26
Project completed fiscal year 1976

Descriptors: RETIREMENT; OLDER WORKERS; PENSIONS; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY

This study looked at two areas: (1) The impact of private pensions on firm attachment and (2) changes in individual workers' earnings in relation to other workers. Data were drawn from the Department of Labor's file of pension plans and from the Social Security Administration's continuous work history sample.

The first study measured the extent to which firm exit is constrained by specific provisions (e.g., vesting) of private pension plans. In general, the researcher found that the promise of vesting, retirement eligibility, and higher benefit levels tended to increase firm attachment among workers approaching such status, while the attainment of retirement eligibility signifigantly reduced attachment.

The second study examined changes in relative earnings and evaluated them in the framework of alternative labor market models. The principal finding here was that relative earnings mobility was pervasive, with over 70 percent of all workers changing earnings ranks over a 15-year period. However, the researcher noted that black men tended to be less mobile than other workers and those who attained high earnings ranks showed a marked tendency to fall behind further and more frequently. This observation suggested a strong element of discrimination, which was particularly disturbing in view of the years covered (1957-71).

November 1975

NTIS PB251239/AS

2-153 The Attitudes and Practices of Chicago Area Employers Regarding the Hiring of Ex-Offenders: A Survey

CHICAGO STATE UNIVERSITY
CHICAGO, ILL.

Edward D. Tromanhauser

Grant 91-17-75-01
Project completed fiscal year 1977

Descriptors: HIRING PRACTICES; ATTITUDES; CORRECTIONS; EX-OFFENDERS; REHABILITATION; ILLINOIS, CHICAGO

The primary goal of this research was to determine employer attitudes and practices regarding the hiring of individuals with conviction records. The degree of employer resistance to hiring ex-offenders and the reasons behind such resistance were also explored. The study furthermore examined background factors not related to criminal activity, which often made ex-offenders seem to be poor risk employees. The study was based on a questionnaire distributed to firms employing over 250 workers in the Chicago area.

Findings of the research included the following: (1) Two-thirds of all respondents had hired ex-offenders; (2) the smaller the firm the less chance there would be of an inquiry of conviction of a crime on the application form; (3) the type of crime often determined whether an ex-offender would remain in consideration for a job; and (4) the job market was not closed to ex-offenders, although their chances of employment were better in the manufacturing and service sectors.

1977

2-154 Permanent Part-Time Employment: An Exploratory Analysis of Employer-Level Issues

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Stanley D. Nollen, Brenda B. Eddy, and Virginia H. Martin

Grant 21-11-75-16
Project completed fiscal year 1977

Descriptors: WORKER UTILIZATION; LABOR MARKET BEHAVIOR; LABOR DEMAND; EMPLOYMENT PATTERNS; PART-TIME EMPLOYMENT; EMPLOYER PRACTICES AND POLICIES; LITERATURE REVIEW

The objectives of this exploratory study were to describe employers' experiences with permanent part-time employment and to learn why some employers use it and others do not. Original data were obtained from 68 private sector employers. The occupations of workers studied were mainly clerical, operative, and laborer. The findings were that: (1) The economic benefits and costs of part-time employment were not large and not central to employers' decisions to use it; (2) employees did not have pejorative views about part-time workers but did see them as different from full-time workers; (3) the nature of the employer's business (work technology) strongly affected the usage of part-time employment; and (4) some dimensions of organizational climate distinguish users from nonusers. The decision to use part-time employment was prompted by a scheduling problem; implementation depended on a scan of factors such as work technology, labor market conditions, and labor union influence.

The extent and patterns of usage of part-time employment in the United States were summarized first in a separate literature review. Second, 85 studies were reviewed, focusing on the employer's perspective. Areas included were the benefits and costs of permanent part-time employment; the supply of part-time workers, organizational issues, external constraints and incentives, and social forces bearing on employers; attitudes of employers toward part-time employment; and reasons why they used or did not use permanent part-time workers.

PERMANENT PART-TIME EMPLOYMENT: THE MANAGER'S PERSPECTIVE
May 1977

NTIS PB268390/AS

PERMANENT PART-TIME EMPLOYMENT: AN INTERPRETIVE REVIEW
February 1976

NTIS PB268391/AS

2-155 A Demonstration Project to Develop and Test Job-Sharing in Wisconsin Civil Service (Project JOIN)

STATE OF WISCONSIN, DEPARTMENT OF EMPLOYMENT RELATIONS, STATE DIVISION OF HUMAN RESOURCE SERVICES
MADISON, WIS.

Carol Lobes, Mary Cirilli, and Diane Jones, Gerald G. Somers

Grant 21-55-76-11
Project still in progress

Descriptors: WORK SCHEDULES; RECRUITMENT; PART-TIME EMPLOYMENT; JOB RESTRUCTURING; JOB SATISFACTION; HIRING PRACTICES

The purpose of this project is to develop and test job sharing in the Wisconsin civil service system for persons who want to return to the labor market part time, plan to retire, or prefer to shift from full- to part-time employment. The project is to compare the productivity of workers in shared jobs with that of employees in conventional work situations and to measure the effect of creating part-time jobs on full-time workers in the same work unit.

Job sharing for purposes of this demonstration is defined as substituting two permanent part-time positions for one full-time professional or paraprofessional, administrative, or technical position. Originally, State agencies were to commit 25 or more full-time positions for the project to develop into 50 or more part-time positions. To date, however, 45 positions have been committed to the project, and the cumulative number of job sharers is 87. These workers were recruited and selected through regular civil service procedures. The control groups for comparative analysis include applicants not selected and employees in comparable full-time positions. Project staff will survey employees nearing retirement to find out if they are willing to begin the transition from full-time to job-sharing work hours.

The research design provides for testing hypotheses, measuring productivity, and analyzing and evaluating outcomes. As a part of the final report, a replication manual will be prepared for use by other local governments and private industry.

2-156 Organizational Selection and Employees' Careers: The Effects of Affirmative Action and Declining Growth on an Internal Labor Market

YALE UNIVERSITY
NEW HAVEN, CONN.

James Rosenbaum

Grant 21-39-76-14
Project still in progress

Descriptors: EMPLOYER PRACTICES AND POLICIES; CAREER PATTERNS; MINORITIES; WOMEN; INTERNAL LABOR MARKETS; AFFIRMATIVE ACTION PLANS; PUBLIC UTILITIES

This study is examining the selection process at entry and the opportunity structure within an internal labor market. It is concentrating on both supply and demand in a comparison of human capital and vacancy chain analyses. The researcher is investigating the effects of education, skill training, affirmative action policies, and declining economic growth on selection, performance, and career advancement.

Personnel records of a large public utility are being analyzed for the period 1962-75.

2-157 An Investigation of Collective Bargaining in Secondary Labor Markets in the South

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Maurice B. Better

Grant 91-37-76-35
Project still in progress

Descriptors: COLLECTIVE BARGAINING; DUAL LABOR MARKETS; UNIONIZATION; LOW-WAGE JOBS; SOUTHERN STATES

This project continues a study of union recruiting and collective bargaining activities among low-wage, secondary labor force workers in six southeastern States. The study is examining and evaluating the success of union recruiting efforts, the positive and negative factors influencing union growth, and the extent to which unions and collective bargaining can be used to achieve structural transformation of employment conditions in the secondary sector.

Case studies constitute the principal research method. Information about individual unions is being collected through interviews with union officials and staff and by examination of union files, agreements, and other pertinent materials. Documents available from the Southeastern Labor Archives are also being examined. The information collected will be analyzed in terms of a number of factors believed important to an explanation of union recruiting and collective bargaining behavior.

2-158 Community Structure and the Experiences of Shift Workers

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Randall B. Dunham

Grant 91-55-76-70
Project still in progress

Descriptors: SOCIAL RELATIONSHIPS; HEALTH; SOCIAL STRUCTURE; WORK SCHEDULES

It has been documented that persons who work on shift (nonday) schedules often experience difficulties (for example, of physical health, mental health, social interaction, job satisfaction, or job-related behaviors) more frequently than persons who work day schedules. Since the number of shift workers in the American work force is increasing, these problems are of great importance. The objectives of this research effort are to provide an empirical and theoretical framework for understanding the problems encountered by shift workers as a function of community characteristics, individual background differences, and job characteristics. An attempt is made to determine the boundary conditions under which these problems occur so that their frequency and severity can be reduced in the future.

2-159 Rearranged Work Schedules in the Private Sector: Part B

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Ronald L. Nuttal

Contract 20-25-77-03
Project still in progress

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES

The contractor is collecting information from two firms using rearranged work schedules on how both employers and

employees have viewed the experience. The contractor will also collect objective data on effects on performance, productivity, costs, and other efficiency issues. It is expected that the successful completion of this study will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

2-160 REARRANGED WORK SCHEDULES IN THE PRIVATE SECTOR: PART A

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Nathalie Friedman and Theresa F. Rogers

Contract 20-36-77-04
Project still in progress

Descriptors: JOB SATISFACTION; WORK SCHEDULES; WORK ATTITUDES; LITERATURE REVIEW

The contractor is synthesizing and analyzing available literature on rearranged work schedules by means of a comprehensive survey. The contractor is also conducting comparative analytic case studies of five diverse types of firms in order to spell out in detail the dynamics and processes involved in the introduction of the compressed workweek and flexible workweek. This research is addressing such questions as the dynamics of the decision to depart from the traditional 5-day week, the process of implementing a rearranged work schedule, and an evaluation of the impact of the change both within the work setting and in the wider society.

It is expected that the accomplishment of these objectives will provide a more accurate and coherent knowledge base to guide decisions that are increasingly being made in this area by employers, unions, legislators, and others.

2-161 THE EMPLOYMENT OF DUAL-CAREER COUPLES

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Michael Berger

Grant 91-13-77-19
Project completed fiscal year 1978

Descriptors: EMPLOYER ATTITUDES; FAMILIES; GEORGIA, ATLANTA

This study examined the practices and experiences of business executives regarding the employment of dual career couples (defined as ones in which both wife and husband hold responsible jobs that have a developmental sequence and require a high degree of commitment). The study was based on mail questionnaires to management executives in the Atlanta area. Of 400 questionnaires mailed out, 83 usable ones were returned.

The researchers reported the following findings: (1) Executives, in general, rate men as more desirable employees than women; (2) persons in traditional, single-employment marriages are given greater preference than persons in dual career marriages; and (3) certain personal characteristics of executives, such as the number of dual career couples they know, and whether their spouses work, plus the size of their company, tend to predict their responses. The researchers concluded that many executives are biased against women and members of dual career marriages.

Michael Berger and Larry Wright
March 1978

NTIS PB282970/AS

2-162 THE DEVELOPMENT OF A UNION IN THE HOSPITALS: THE INTERACTION OF DISTRICT 1199 WITH VOLUNTARY HOSPITAL WORKERS, 1948-1973

RESEARCH DEPARTMENT DISTRICT 1199- NATIONAL UNION OF HOSPITAL AND HEALTH CARE EMPLOYEES
NEW YORK,, N.Y.

Leon R. Fink and Brian Greenberg

Grant 91-36-77-21
Project still in progress

Descriptors: HOSPITALS; HEALTH OCCUPATIONS; UNION IMPACT; NEW YORK, NEW YORK

This study is evaluating the difficulties and impact of organizing the employees in the voluntary hospitals of New York City over a 25-year period, 1948 to 1973. The study will consider progress of the union, which is conducting the study, from its early organizing attempts to the creation of a national hospital workers union, with respect to both the workers' own efforts and the changing nature of the workplace. The objectives of the research are to examine: (1) Why and how workers organized; (2) the impact of unionization on the hospitals' work force and personnel policies; and (3) the interrelation of unionism and public economic policy.

Sources will include transcripts of indepth interviews with participants in the unionization process (workers, union staff, hospital supervisors and administrators, and relevant public figures); material from the union's archives, public records, including newspapers and government documents; and hospital records.

The study is expected to provide additional insight into the political and institutional developments of the health services system.

2-163 THE IMPACT OF INSTITUTIONAL RULES AND NONUNION COMPETITION ON THE UNION CONSTRUCTION LABOR MARKET

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Jeffrey M. Perloff

Grant 91-42-77-33
Project still in progress

Descriptors: COLLECTIVE BARGAINING; CONSTRUCTION INDUSTRY; NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET AREAS; WAGE DIFFERENTIALS; OCCUPATIONAL LICENSING

The object of this research is to improve understanding of how institutional rules affect the composition of union and nonunion labor markets and how the composition, in turn, determines the union-nonunion wage differential. The impact of contract clauses and licensing laws on local markets will be analyzed for their effect in restricting nonunion competition. The restrictive laws and clauses can result in either nonunion competition or large wage differentials.

Maximum likelihood statistical techniques will be used to estimate the impact of institutional rules and licensing laws on competition in construction labor markets and on wage differentials. Data sources include the Current Population Survey, National Longitudinal Survey, and the Income Dynamics Panel Study. Increased understanding of the nonunion competitive role in local labor markets should improve predictions of future wage changes. Analysis of the characteristics of workers switching industries in response to declining activity in the construction industry should contribute to a better understanding of similar changes in other sectors.

2-164 Rearranged Work Schedules of Handicapped Employees in the Private Sector

REHAB GROUP, INC.
ARLINGTON, VA.

Ruth Sablowsky

Contract 20-51-77-37
Project completed fiscal year 1978

Descriptors: WORK SCHEDULES; HANDICAPPED; VIRGINIA

This project looked at different work arrangements for handicapped employees. The study was conducted in one firm, Control Data Corporation (CDC), and involved the work situations of 11 handicapped employees and 109 nonhandicapped employees who worked rearranged schedules. The nonhandicapped workers were the comparison group.

One of the most interesting aspects of the project was the Computer Based Survey. The contractor used a computer for all basic survey functions from the preparation of survey instruments and format to the final data analysis. This made it possible for employees to comment on each question without being concerned about space limitations imposed by paper. Responses were immediately stored and were retrievable at any point during the survey. Since no data conversion was necessary, time delays and coding errors were eliminated. Modifications to instructions and survey questions were accomplished quickly, and time delays and logistics involved with printing, distribution, and collection of paper and pencil questionnaires were eliminated.

The project was completed on June 30, 1978. The major findings are: (1) Both the handicapped and nonhandicapped employees viewed flexible working hours as highly beneficial; they believed (a) that morale was higher since establishing flexible work hours and (b) that it was easier to keep doctor's appointments, etc. without being absent from work; (2) most were satisfied with their work; and (3) their families were equally satisfied with their work hour arrangement.
June 1978

NTIS PB289685/AS

2C 4. THE WORK ENVIRONMENT

2-165 Employer Sponsored Child Day Care Center for Children of Department of Labor Employees

NATIONAL CHILD DAY CARE ASSOCIATION, INC.
WASHINGTON, D.C.

Thomas C. Taylor and Mattie P. Jackson

Contracts 82-09-68-43, 92-09-70-05, 82-09-70-07, and 82-11-72-12
Project completed fiscal year 1974

Descriptors: SERVICES TO WORKERS; CHILD DAY CARE; DISTRICT OF COLUMBIA

The objective of this project was to provide a model of employer-sponsored child day care which would increase employee stabilization by reducing absenteeism and turnover and fostering the personal growth of parent employees.

Parent employees using the child day care service were compared to parent employees in a control group not utilizing the service to determine its effect on employee stabilization.

Although there were no definitive findings at this time, investigators recommended continuation of the child day care service with an expanded evaluation design to determine its effectiveness for employee stabilization.

Two independent evaluations of the Department of Labor's Child Day Care Demonstration Project were prepared by A. L. Nellum and Associates. The first was conducted under a subcontract with the National Capital Area Child Day Care Association, Inc., the second under a separate grant (92-09-70-05). The evaluation design provided for analysis of the project as it relates to the child, the employee, and the employer. Included is an evaluation of the program planning, facilities, recruitment, selection and placement of children and staff, and followup of the program's specific objectives to determine if they were being met, how they were met, and ways in which the program could be improved to provide a basis for possible duplication by other employers.

EVALUATION OF EMPLOYER SPONSORED CHILD DAY-CARE CENTER FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES
1972
ETA

AN EXPERIMENT IN EMPLOYER SPONSORED DAY CARE
July 1970

NTIS PB198985/AS

CHILD DAY CARE DEMONSTRATION PROJECT FOR CHILDREN OF DEPARTMENT OF LABOR EMPLOYEES: FINAL REPORT, JANUARY 1, 1972-DECEMBER 31, 1972
December 1972

Report Descriptors: CHILD DAY CARE; SERVICES TO WORKERS; DISTRICT OF COLUMBIA

NTIS PB221288/AS

2-166 Research, Intervention, and Experience in Enhancing the Quality of Work Life

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Louis E. Davis

Contract 81-06-72-09
Project completed fiscal year 1974

Descriptors: JOB STRUCTURE; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; QUALITY OF EMPLOYMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT, LIFESTYLES; ASPIRATIONS; ORGANIZATIONAL STRUCTURE; LITERATURE REVIEW

This project, a comprehensive survey of literature on the quality of working life, covered 365 studies done between 1957 and 1972. The bibliography contains abstracts of these studies and the accompanying report analyzes them.

The project disregarded most studies of the quality of working life defined by wages, hours, and physical conditions. Its intended coverage of studies that measure workers' behavior in response to social support, control and influence, career opportunities, and the relation between work and other parts of workers' lives was modified to include workers' attitudes, because so few studies measured behavior. Studies analyzing the impact of various changes in the quality of working life, thus defined, on workers' behavior and attitudes were included.

Analysis of these studies indicated that most of them were large-scale, static studies and that, during the 15-year period reviewed, they showed increasing concern for the dignity of the individual (for example, a shift from job context to job content). The models became more elaborate, with the introduction of mediating and contingency variables into simple models of "cause and effect." The studies were characterized as neither systematic nor intensive.

Other findings were that there was little or no agreement as to what constitutes the quality of working life and at what level quality obtains. Nor were there explicit attempts to create any standardized measures for either the outcomes or the causes of quality of working life. Other shortcomings were the paucity of case studies which introduced a change and measured its effects on workers' behavior and the stress on the characteristics of workers and organizations at the expense of work groups or technology as "causal variables."

THE QUALITY OF WORKING LIFE, AN ANNOTATED BIBLIOGRAPHY

James C. Taylor with J. Landy, M. Levine, and D. R. Kamath
1973

NTIS PB218380/AS

CONCEPTS AND PROBLEMS IN STUDIES OF THE QUALITY OF WORKING LIFE

James C. Taylor
December 1973

NTIS PB229908/AS

2-167 A Project to Facilitate the Utilization of Selected Manpower R&D Findings and to Experiment with Management-Worker Collaboration in Job Structuring

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Edward M. Glaser and Harvey L. Ross

Grant 92-06-72-27
Project completed fiscal year 1976

This grant called for activities and recommendations to promote the fuller utilization of the findings of selected research and development projects. The grantee also assisted a cooperating company in developing a management style that included increased worker participation in work planning at a new facility.

2-167A A Project to Facilitate the Utilization of Selected Manpower R&D Findings

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; PLANNING, RESEARCH, AND DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA)

Activities to promote greater use of R&D findings included: (1) Preparation of a synthesis-analysis of what had been learned about the individualization of employment and training programing for disadvantaged persons; (2) assistance to the California State Personnel Board in building into its Transitional Employment Experimental Model (TEEM) project the procedures and data collection on which to base the utilization of its findings (see 21-06-73-06); (3) assistance to the Training and Technology project in Oak Ridge, Tenn. (see 20-47-73-18), in developing a regional utilization network in cooperation with the Atlanta regional office of the Employment and Training Administration and other R&D projects; and (4) preparation of materials based on Office of Research and Development project findings for distribution to CETA sponsors.

IMPROVING THE QUALITY OF WORKLIFE...AND IN THE PROCESS, IMPROVING PRODUCTIVITY

Edward M. Glaser
January 1975

Report Descriptors: PRODUCTIVITY; JOB SATISFACTION; WORK ATTITUDES; INDUSTRIAL MANAGEMENT; SUPERVISION; WORK ENVIRONMENT; QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB RESTRUCTURING

NTIS PB236209/AS
Also available as ERIC—ED 084361. *Productivity Gains Through Work Life Improvement*, 1976, The Psychological Corporation, 757 3rd Ave., N.Y.,N.Y. 10017.

DESIGNING A DEMONSTRATION PROJECT TO FACILITATE THE UTILIZATION OF ITS RESULTS

Harvey L. Ross
September 1976

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; TRANSITIONAL EMPLOYMENT; EXPERIMENTAL MODEL

NTIS PB257016/AS

INDIVIDUALIZATION OF MANPOWER SERVICES: A SOURCEBOOK OF IDEAS

Edward M. Glaser, Irvin G. Sarason, and Albert S. Thompson
January 1975

Report Descriptors: SERVICE DELIVERY SYSTEMS; TRAINING; JOB PLACEMENT; RECRUITMENT; ASSESSMENT AND EVALUATION; COACHING

NTIS PB240118/AS

2-167B A Project to Experiment with Management-Worker Collaboration in Job Structuring

Descriptors: ORGANIZATIONAL ENVIRONMENT; WORK ROLES; WORKER PARTICIPATION IN MANAGEMENT; MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; PRODUCTIVITY; JOB RESTRUCTURING; WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT

The study was designed to assess the relationship of Quality of Worklife (QWL) to productivity and job satisfaction at a new branch pharmaceutical manufacturing plant located in rural southeastern United States. The project's goals were: (a) To determine if QWL consultation to a new plant would contribute to improved job satisfaction and productivity compared with an established plant of the parent company manufacturing the same products, but not participating in such consultation; (b) to describe developmental events, prevailing conditions, consulting interventions, and their outcomes; and (c) to distill learnings from what seemed to have worked well, or what has not, in order to provide indications for future efforts to achieve enriched QWL and organizational effectiveness.

Although implementation of the project concepts was limited by a number of factors discussed in the report, positive outcomes were reported: The initial production runs were successful; there was evidence of widely shared ego involvement among the total work force with the plant and its problems; the absenteeism rate had been only 2.3 percent compared with a regional average of 4.5 percent; the plant had successfully weathered major problems, frustrations, and pressures involved with startup delays and simultaneous needs to "hurry into production." Although a diminution of overall enthusiasm and commitment to participative management had been noted, there was evidence that management felt the project had reinforced its efforts to create a good working environment. Learnings and recommendations were drawn from the experiences and a full chapter was devoted to these findings.

A companion project by the Institute for Social Research, University of Michigan, made an independent evaluation of this project and its outcomes, (see 21-26-74-16).

IMPROVEMENT IN THE QUALITY OF WORKLIFE AND PRODUCTIVITY: A JOINT VENTURE BETWEEN MANAGEMENT AND EMPLOYEES

Edward M. Glaser, Carroll E. Izard, and Mary Faeth Chenery
July 1976

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORK ATTITUDES; JOB SATISFACTION; INDUSTRIAL MANAGEMENT

NTIS PB254337/AS

2-168 Effectiveness in Work Roles

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Stanley E. Seashore and Robert P. Quinn

Grant 92-26-72-35
Project completed fiscal year 1978

Descriptors: WORK ENVIRONMENT; LIFESTYLES; WORK ROLES; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; SOCIAL INDICATORS; LONGITUDINAL SURVEYS; MEANING OF WORK; MONOGRAPHS; METHODOLOGY; JOB ENRICHMENT

This study reported on a number of issues concerning the measurement of working conditions and the impact of work environments on employee behavior.

The distinctive features of the study were: (1) The joint use of a large number of descriptors of work environments and of alternative criteria of effectiveness at work; (2) the use, where feasible, of alternative methods of measurement in order to assess the adequacy and reliability of commonly used measures; and (3) the remeasurement of the same job environments and persons after a lapse of 20 months to allow examination of cause-effect relationships between initial working conditions and employee attitudes, performance, absenteeism, turnover, and outside community involvements.

Interviews, direct observations, and employers' records were used in phase I with a population of 650 employees and supervisors in five different employing organizations. Similar information was obtained in phase II, about 20 months later.

In the development of standardized observation procedures for objectively measuring the nature of jobs and work environments, 11 of the 19 dimensions studied were found to be reliable with respect to both consistency over time and homogeneity of content. Four of six of these measures yielded moderate agreement with the employees' perceptions as measured through structured interviews. On the basis of these data, the researcher devised and field tested a simplified and more economical procedure for direct observation of job and work environment characteristics.

Individual data were more reliable when aggregated by primary work groups rather than by occupational groups and were most reliable when the two methods of aggregation were combined.

It was possible to substitute less obtrusive measures (e.g., observations, records) for more obtrusive measures (e.g., employee interviews) for some dimensions but not for others. The two measurement approaches yielded similar outcomes for hierarchical status but not for the more personal or judgmental variables such as supervisory style and degree of job involvement.

Attempts to refine measures of job satisfaction through adjustments for individual differences in how important different aspects of a job were to the worker failed to enhance the predictive power of the measures.

In seeking the sources of change in measures of working conditions, work attitudes, and work behavior, the researcher found that some types of jobs and some worker subpopulations yielded less error variance than others. Also, changing the occupant of a particular job had a greater impact on a score than changing the job of the particular worker (i.e., the person appeared to carry some job attitudes along when changing jobs).

A series of analyses of role stress or strain yielded the following findings:

Workers exposed to high job stress tended subsequently to use various strategies of withdrawal from work, such as absence, lateness, turnover, and psychological withdrawal while at work.

Role ambiguity was correlated with role strain independent of its relationship to variables such as work overload or skill underutilization.

Variety within a job was inversely associated with monotony or boredom, or both, but more intelligent workers were no more likely to become bored than less intelligent workers.

Psychological withdrawal, lateness, absences, and turnover were additive rather than alternative responses to work role stress.

Low quality of employment, measured objectively, and worker dissatisfaction resulted in subsequent voluntary quitting. This was equally true for high- and low-performing workers, in contrast to the generally accepted hypothesis that superior workers would be most likely to quit.

Rewards made contingent upon good performance were more satisfying to the worker than rewards not directly linked to performance, regardless of the absolute amount of the reward.

JOB SATISFACTION: IS THERE A TREND?

Robert P. Quinn, Graham L. Staines, and Margaret R. McCullough
1974

Report Descriptors: WORK ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; MEANING OF WORK; MONOGRAPHS; LITERATURE REVIEW
ETA MANPOWER RESEARCH MONOGRAPH NO. 30

VALIDATING QUALITY OF EMPLOYMENT INDICATORS-REPORT NO. 1

Cortlandt Cammann, Robert P. Quinn, Terry A. Beehr, and Nina Gupta
May 1975

Report Descriptors: SOCIAL INDICATORS; WORK ENVIRONMENT; WORK ATTITUDES; HEALTH AND SAFETY ATTITUDES; JOB SATISFACTION; QUALITY OF EMPLOYMENT; WORK INCENTIVES; PRODUCTIVITY; WORKING CONDITIONS; MEANING OF WORK

NTIS PB241907/AS

MEASURING WORKING CONDITIONS THROUGH STANDARDIZED ON-THE-JOB OBSERVATIONS-REPORT NO. 2

David A. Nadler and G. Douglas Jenkins, Jr.
May 1975

Report Descriptors: METHODOLOGY; WORKING CONDITIONS; QUALITY OF EMPLOYMENT; WORK ENVIRONMENT; PRODUCTIVITY; JOB ENRICHMENT

NTIS PB241908/AS

EFFECTIVENESS IN WORK ROLES: A LONGITUDINAL STUDY OF EMPLOYEE REACTIONS TO WORK ENVIRONMENT

Robert P. Quinn, Cortlandt Cammann, Nina Gupta, Terry A. Beehr, G. Douglas Jenkins, Jr., Graham L. Staines, and Stanley E. Seashore
September 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280669/AS

EFFECTIVENESS IN WORK ROLES: METHODOLOGICAL APPENDICES

Robert P. Quinn, Cortlandt Cammann, Nina Gupta, Terry A. Beehr, G. Douglas Jenkins, Jr., Graham L. Staines, and Stanley E. Seashore
October 1977

Report Descriptors: WORK ENVIRONMENT; WORK ROLES; WORK ATTITUDES; WORK INCENTIVES; PRODUCTIVITY; MEANING OF WORK; SOCIAL INDICATORS

NTIS PB280670/AS

2-169 THE WORKPLACE REACHES OUT THE WORKPLACE REACHES OUT

CENTER FOR RESEARCH ON THE ACTS OF MAN
PHILADELPHIA, PA.

Samuel Z. Klausner

Grant 21-42-73-07
Project completed fiscal year 1974

Descriptors: FRINGE BENEFITS; INDUSTRIAL MANAGEMENT; JOB SATISFACTION; CHILD DAY CARE; HEALTH CARE; LITERATURE REVIEW; METHODOLOGY EMPLOYER PRACTICES AND POLICIES; PENNSYLVANIA, DELAWARE VALLEY

From the perspective of society, services available to workers at or through their places of employment represent a link between work and other social institutions. Starting from this perspective, the objectives of the project were: (1) To examine the history of and perceived rationale for those services which are normally provided at or through various worksites; and (2) to examine how the technical and organizational contexts of different worksites may determine the need for and the feasibility of specific services for different worker constituencies.

The grantee surveyed the literature on workplace services in the United States and in other selected countries, and conducted intensive case studies of services in four types of work settings. Social and economic data on worker characteristics and needs and on workplace services in a number of worksites were analyzed to assess the benefits of workplace services to the worker, the employer, and the community.

THE WORKPLACE REACHES OUT

VOL. 1

Samuel Z. Klausner, Robert H. Edelstein, and William Gomberg
January 1974

Report Descriptors: FRINGE BENEFITS; INDUSTRIAL MANAGEMENT; JOB SATISFACTION; CHILD DAY CARE; HEALTH CARE; EMPLOYER PRACTICES AND POLICIES; PENNSYLVANIA, DELAWARE VALLEY; LITERATURE REVIEW

NTIS PB236186/AS

VOL. 2
January 1974

NTIS PB236187/AS

2-170 NOT FOR WORK ALONE: SERVICES AT THE WORKPLACE

HUNTER COLLEGE OF THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Hans B. C. Spiegel

Grant 21-36-73-08
Project completed fiscal year 1974

Descriptors: WORK ENVIRONMENT; WORKING CONDITIONS; WORK ATTITUDES; SERVICES TO WORKERS; WORKER PARTICIPATION IN MANAGEMENT; COLLECTIVE BARGAINING; COOPERATIVES; UNION ATTITUDES; FRINGE BENEFITS; JOB SATISFACTION; WORK ETHIC; UNION PRACTICES; WORKER-MANAGEMENT CONSORTIA

Industry has begun to feel the pressures and to sense its potential capacity for responding to the needs of its employees in their roles as parents, consumers, community citizens, and private individuals. The objectives of this study were: (1) To determine the existence of and examine the attitudes about services currently provided through selected places of employment; (2) to assess the prevalence of such services and measure their impact upon personal, family, and community needs, work satisfaction, and work performance; and (3) to recommend other services that lend themselves to delivery at, or through, the workplace.

Field interviews with employers, employees, and union and community officials were conducted in 23 locations. A total of 615 different instances of specific services were recorded. The services were then classified into eight categories such as recreation and entertainment, community service, individual and family assistance, and education. Services were also examined in terms of whether they offered individual private benefits to workers, collective benefits to groups of workers, and/or social benefits to the community.

The project concluded that the workplace is in fact a valuable but presently underutilized resource for the provision of nonwork-related services. While all 23 workplaces provided at least minimum services (bulletin boards, food dispensers, public telephone) there was a wide discrepancy in the variety and the nature of the services provided. Further, the incidence of service provision appeared higher in nonunion workplaces than in unionized work settings; it appeared lower in the smaller workplaces and particularly low in the governmental units examined.

Key among the numerous recommendations made by the project was the element of employee participation in the planning and conduct of carefully designed and adequately funded programs of service delivered at or through the workplace. Specific recommendations concern, for example, the need to: (1) Investigate those services and benefits that have been included in collective bargaining agreements and the processes involved in the negotiations; (2) establish, on a demonstration basis, employee-controlled multiservice cooperatives; and (3) establish, on an experimental basis, a variety of educational consortia, possibly within the framework of an employees' service cooperative.
February 1974

NTIS PB231307/AS

2-171 EMPLOYEE PARTICIPATION IN PAY PLAN DEVELOPMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Edward E. Lawler, III

Grant 21-26-74-13
Project completed fiscal year 1976

Descriptors: WORK INCENTIVES; JOB SATISFACTION; WORK ATTITUDES; WAGES; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

This study examined the attitudes and behavior of employees who participated in the design and administration of a pay plan in a small nonunion manufacturing firm. The pay plan was developed through committees and wider voluntary employee participation in meetings outside of working hours. Both amount and method of pay were considered.

While somewhat lacking in technical skills and experience, employees reacted competently and responsibly to the opportunity to establish their pay system. They were able to agree upon a more rational system that significantly altered relative wage differentials. Overall wage levels increased but were not higher than prevailing rates for comparable work in the area.

While the absence of a control group limited the inferences the researchers could draw, the evidence strongly suggested that employees reacted more positively toward the firm after participating in decisions about the pay plan. They felt their pay was more equitable; were more satisfied with their pay, their jobs, and with how pay was administered; felt more involved in the organization; were less likely to look for a new job, and had an increased trust in management.

The last relationship was regarded as especially significant since it suggested that subsequent attempts to involve employees in decisionmaking were more likely to be successful. The authors also questioned the conventional wisdom that efforts at employee participation should begin with easy, moderately significant issues and suggested that an area as central as pay often might be a better alternative.
August 1976

NTIS PB257161/AS

2-172 REFINEMENT AND VALIDATION OF AN INSTRUMENT FOR DIAGNOSING JOBS AND THEIR EFFECTS ON EMPLOYEES

YALE UNIVERSITY
NEW HAVEN, CONN.

J. Richard Hackman

Grant 21-09-74-14
Project completed fiscal year 1976

Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; INSTITUTIONAL CHANGE; PRODUCTIVITY; WORK ATTITUDES; TESTING; METHODOLOGY; JOB ENRICHMENT; JOB RESTRUCTURING

The purpose of this project was to develop paper-and-pencil and observational procedures for assessing the motivational characteristics of tasks and jobs in organizations and for measuring employee responses to their jobs. These procedures were developed so as to be useful in both (a) diagnosing the properties of tasks and work systems prior to planned work redesign activities in organizations and (b) assessing and evaluating the results of work redesign projects. The instrument, called the Job Diagnostic Survey (or JDS), is now in use in several hundred organizations in both the public and private sectors.

As part of the validation of the instrument the JDS was administered in several ongoing work redesign programs in organizations. Findings from these studies showed that (a) the instrument and diagnostic procedures were themselves relatively robust and informative, but (b) the process of implementation of changes in jobs was, in many of the projects observed, faulty—often resulting in no beneficial change, or in unexpected "backfires" in the projects. A frequent problem was that the work itself (as measured by the JDS) was not changed substantially, despite the intention to do so by the change agents. Based on these findings, a number of recommendations for more effective use of work redesign as a strategy for personal and organizational change have been developed and published.

A NEW STRATEGY FOR JOB ENRICHMENT

J. Richard Hackman, Greg R. Oldham, Robert Janson, and Kenneth Purdy
May 1974

NTIS AD779827/AS
All reports are also Available from Department of Administrative Sciences, Yale University, New Haven, Conn. 06520 (free).

ON THE COMING DEMISE OF JOB ENRICHMENT

J. Richard Hackman
December 1974

NTIS PB240881/AS

THE JOB DIAGNOSTIC SURVEY: AN INSTRUMENT FOR THE DIAGNOSIS OF JOBS AND THE EVALUATION OF JOB REDESIGN PROJECTS

J. Richard Hackman and Greg R. Oldham
May 1974

NTIS AD779828/AS

A FAILURE OF JOB ENRICHMENT: THE CASE OF THE CHANGE THAT WASN'T

Linda L. Frank and J. Richard Hackman
March 1975

NTIS AD007356/AS

MOTIVATION THROUGH THE DESIGN OF WORK: A TEST OF A THEORY

J. Richard Hackman and Greg R. Oldham
December 1974

NTIS AD009331/AS

2-173 A Longitudinal Study of Employee Participation in Job Structuring

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Edward E. Lawler, III

Grant 21-26-74-16
Project completed fiscal year 1978

Descriptors: MANAGEMENT-WORKER COLLABORATION IN JOB STRUCTURING; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; LIFESTYLES; WORK ROLES; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; JOB RESTRUCTURING

This study examined the effects of a consultant's efforts to improve the quality of worklife (QWL) and productivity in a newly established pharmaceutical manufacturing plant. (see grant 92-06-72-27). The evaluation was based on a number of data sources: Questionnaires on factors such as work satisfaction, self-esteem, and work involvement, company records on turnover and absenteeism, production data, site observations, exit questionnaires, questionnaires relative to achievement of quality of worklife goals, and semistructured group and individual interviews.

The evidence suggested that the consultant had limited success in implementing the QWL concepts. The authors attributed these results to weaknesses in the consulting strategies as well as to a number of uncontrollable events, such as a financial crisis, subsequent ownership by a new corporation, the new management's negative attitude toward the project, and a midterm leave of absence by the primary consultant.

In general, employees felt the program achieved its goals for participation and job enrichment to a moderate extent, but later changes related to its intermediate and outcome goals were slight and contrary to expectations. Slight declines, for example, were found in the perceived ability to influence people at higher levels, trust in the organization, and organizational support. Work satisfaction, self-esteem, and involvement also showed unfavorable, although minor, declines.

However, comparisons between the experimental and comparison sites yielded consistent and markedly more favorable scores on most QWL objectives. These findings were difficult to interpret because baseline data could not be obtained from the comparison site and there were other major differences between the sites. Likewise, a variety of comparisons used to measure the effect of the QWL program on absenteeism, turnover and productivity yielded mixed results, showing no consistent pattern.

The study findings were generally inconclusive about the impact of QWL strategies on worker performance and attitudes. However, hindsight suggested a number of lessons for those carrying out quality of work programs, which were discussed in the report. It should be read in conjunction with the consultant's report, "Improvement in the Quality of Worklife and Productivity: A Joint Venture Between Management and Employees," by Edward M.Glaser and others (grant 92-06-72-27).

THE QUALITY OF WORK LIFE APPROACH TO MANAGEMENT: AN ASSESSMENT OF ITS USE IN NEW PLANTS

Veronica F. Nieva, Dennis N. T. Perkins, and Edward E. Lawler, III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT; PRODUCTIVITY

NTIS PB284351/AS

CAUSAL FORCES IN THE CREATION OF A NEW ORGANIZATION

Veronica F. Nieva, Dennis N. T. Perkins, and Edward E. Lawler, III
1978

Report Descriptors: QUALITY OF EMPLOYMENT; JOB SATISFACTION; ORGANIZATIONAL DYNAMICS; LIFE SATISFACTION

NTIS PB279446/AS

IMPROVING THE QUALITY OF LIFE AT WORK: AN EVALUATION OF THE CENTERTON EXPERIENCE

VOL. 1

Veronica F. Nieva, Dennis N. T. Perkins, and Edward E. Lawler, III
March 1978

Report Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; PRODUCTIVITY

NTIS PB284482/AS

VOL. 2 APPENDICES

Veronica F. Nieva, Dennis N. T. Perkins, and Edward E. Lawler, III
March 1978

Report Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; WORK ATTITUDES; JOB SATISFACTION; PRODUCTIVITY

NTIS PB284482/AS

2-174 WORK, STATUS AND SELF-ESTEEM

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

William A. Faunce

Grant 91-26-74-24
Project completed fiscal year 1977

Descriptors: WORK INCENTIVES; ATTITUDES; PRODUCTIVITY; MOTIVATION

This monograph was an attempt to explain why work is very important to some people and not at all important to others. The theory offered as an explanation focused on the conditions under which occupational achievement or lack of achievement affects self-esteem. A process called selective self-investment in work was described in detail, and a set of variables involved in this process was presented. Self-investment theory was then applied as an explanation for: (1) The conditions under which work motivation affects productivity; (2) varying causes and consequences of job satisfaction; (3) the ways in which work affects life off the job; and (4) some conditions under which the quality of working life can be improved.
August 1976

NTIS PB267138/AS

2-175 DEMONSTRATION PROJECT FOR THE ESTABLISHMENT OF A DOMESTIC CLEARINGHOUSE AND INFORMATION NETWORK ON PRODUCTIVITY AND QUALITY OF WORKING LIFE

WORK IN AMERICA INSTITUTE, INC.
NEW YORK, N.Y.

Grant 21-36-75-17
Project still in progress

Descriptors: JOB SATISFACTION; ORGANIZATIONAL STRUCTURE; PRODUCTIVITY; QUALITY OF EMPLOYMENT; JOB STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL RELATIONS; COLLECTIVE BARGAINING; WAGES; WORKING CONDITIONS

The clearinghouse provides channels of communication among researchers, union officials, consultants, and organizational executives who are concerned with increasing productivity and the quality of worklife. This includes the organization of work and worktime, innovative methods of compensation, matching workers and jobs, and other strategies for more effectively utilizing human resources and increasing workers' satisfaction.

The clearinghouse publishes a monthly newsletter, *World of Work Report*, which summarizes recent national and international developments related to employment, productivity, and the quality of worklife. Other efforts have focused upon the development of bibliographies and "information packages" on specific areas such as worker alienation, human resource accounting, sociotechnical systems, and managerial productivity. The information package consists of a brief overview of the topic with selected readings chosen by an expert as the best available for the busy executive who wants to learn about the basic issues in this field.

The following reports are available from Work in America Institute, Inc., 700 White Plains Road, Scarsdale, N.Y. 10583.

BREAKTHROUGHS IN UNION-MANAGEMENT COOPERATION

Joseph A. Loftus and Beatrice Walfish (Eds.)
1977

Report Descriptors: WORKER PARTICIPATION IN MANAGEMENT; INDUSTRIAL RELATIONS; COLLECTIVE BARGAINING; LABOR-MANAGEMENT COOPERATION; QUALITY OF EMPLOYMENT; WAGES

A GUIDE TO WORKER PRODUCTIVITY EXPERIMENTS IN THE UNITED STATES 1971-75

Raymond A. Katzell, Penny Bienstock, and Paul H. Faerstein
1977

Report Descriptors: PRODUCTIVITY; WORKING CONDITIONS; TRAINING EFFECTIVENESS AND IMPACT; JOB STRUCTURE; ORGANIZATIONAL STRUCTURE; WORKER/JOB MATCHING

NTIS PB273894/AS

ALTERNATIVE WORK PATTERNS, CHANGING APPROACHES TO WORK SCHEDULING

David Robinson (Ed.)
June 1976

Report Descriptors: WORK SCHEDULES; PART-TIME EMPLOYMENT

PRODUCTIVITY: THE LINK TO ECONOMIC AND SOCIAL PROGRESS, A SWEDISH-AMERICAN EXCHANGE OF VIEWS

Curtis Prendergast (Ed.)
April 1976

Report Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; LAWS AND LEGISLATION; PRODUCTIVITY; INDUSTRIAL RELATIONS; EMPLOYER PRACTICES AND POLICIES; SWEDEN

STUDIES IN PRODUCTIVITY: HIGHLIGHTS OF THE LITERATURE

VOL. 1. QUALITY OF WORKING LIFE AND PRODUCTIVITY

1978

Report Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; JOB ENRICHMENT

NTIS PB286883/AS

VOL. 2. MANAGERIAL PRODUCTIVITY

1978

Report Descriptors: PRODUCTIVITY; PERSONNEL ADMINISTRATION; EMPLOYER PRACTICES AND POLICIES

NTIS PB286885/AS

VOL. 3. WORKER ALIENATION

1978

Report Descriptors: WORK ATTITUDES; MEANING OF WORK; ALIENATION

NTIS PB286886/AS

VOL. 4. MID-CAREER PERSPECTIVES: THE MIDDLE-AGED AND OLDER POPULATION
1978

Report Descriptors: CAREER PATTERNS; MIDDLE AGED WORKERS

NTIS PB286882/AS

VOL. 5. TRENDS IN PRODUCT QUALITY AND WORKER ATTITUDES
1978

Report Descriptors: WORK ATTITUDES; PRODUCTIVITY; JOB ENRICHMENT; TEAM BUILDING

NTIS PB286884/AS

VOL. 6. HUMAN RESOURCE ACCOUNTING
1978

Report Descriptors: EMPLOYER PRACTICES AND POLICIES; PERSONNEL ADMINISTRATION

NTIS PB286887/AS

2-176 Development of Work Involvement Through Task Success

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Douglas T. Hall

Grant 91-26-76-18
Project completed fiscal year 1977

Descriptors: WORK ATTITUDES; ORGANIZATIONAL STRUCTURE; JOB PERFORMANCE; JOB RESTRUCTURING; INSTITUTIONAL CHANGE

This study explored changes in organizational and job characteristics over a 10-month period for a large Canadian ministry, which was undergoing a reorganization. The effects on the employees' attitudes, perceptions, and performance of positive change, no change, and negative change in jobs and in organizational characteristics were examined.

The participants were drawn from operating and first-line supervisory personnel in 10 departments. Multivariate analysis of variance was then applied to the collected data.

The main findings were that: (1) Changes in job characteristics were not related to changes in perceived effort, performance, and satisfaction; (2) job changes were positively related to changes in job involvement; (3) work attitudes were more favorable in departments where no change occurred than in those undergoing change; and (4) favorable work attitudes declined over time. The last two findings were interpreted as the consequences of change imposed from the top down.
September 1976

NTIS PB283161/AS

2-177 Task Design: Technological Descriptions, Manpower Requirements, and Worker Responses

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Randall B. Dunham

Grant 91-55-76-64
Project still in progress

Descriptors: JOB SATISFACTION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; LABOR DEMAND; JOB ANALYSIS; WORKER TRAITS

The project's main objective is to study a system that includes task technology, perceived task design, skill requirements of tasks, and the behavioral, motivational, and affective responses of workers. To achieve this end, the researcher is examining several elements of a heuristic model. The investigation is attempting to document the linkages between technological (objective) descriptions of jobs, perceptual task evaluations, and worker responses and to assess resulting skill requirements. The important influences of nontask environmental factors (for example, organizational characteristics) on these linkages are being studied. The results of this project will be used to evaluate and modify the heuristic model to provide theoretical clarifications, reduce empirical ambiguities, and to offer direction for future research and practice.

2-178 An Empirical Assessment of the Process and Outcomes of an Organizational Change Project Aimed at Improving the Quality of Work Life

STANFORD UNIVERSITY
STANFORD, CALIF.

Jerry I. Porras and Reuben H. Harris

Grant 21-06-77-04
Project completed fiscal year 1978

Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORK ATTITUDES; TEAM BUILDING; MANAGEMENT DEVELOPMENT

A national food service organization attempted to improve employee satisfaction and work group performance through an organizational development program consisting of three workshops on human relations, participative problem solving, and team development. This study consisted of a preliminary analysis to determine the effects of the workshops and examined the influence of job satisfaction, commitment, managerial leadership, organizational climate, and group interaction on performance of the work unit.

The researchers found few indications of a major impact on attitudes or productivity, a result that probably could be attributed to the limited nature of the organizational development program. However, they found several statistically significant differences between the randomly assigned experimental and control units. Contrary to expectation, most of these differences indicated the program had a negative effect on some managers' and employees' perceptions. However, favorable changes in employee self-actualization and some performance measures were also observed.

The correlation analysis yielded a number of statistically significant but complex interrelationships. For example, managers and employees tended to have somewhat different ideas about the influence each had on work unit performance. The authors discussed how these different perceptions could persist, even though they impaired the unit's performance, because the experience of each group tends to confirm its own perceptions.
November 1977

ETA

2-179 The Development and Evaluation of Four Demonstration Projects Using Management-Labor Committees to Improve the Quality of Working Life

MASSACHUSETTS QUALITY OF WORKING LIFE CENTER
BOSTON, MASS.

Michael Brower

Grant 21-24-77-11
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; WORKER PARTICIPATION IN MANAGEMENT; JOB SATISFACTION; LABOR-MANAGEMENT CONSORTIA; PRODUCTIVITY

Labor-management committees have been started at three sites with the dual goals of improving productivity and the quality of working life through increased worker involvement in workplace problems that fall outside the existing labor contract. Two sites are in the public sector and one is a private profitmaking organization. A limited evaluation of project achievements will be made about 1 year after operation. A second objective is to provide a model State-level center that encourages and assists organizations to increase the quality of working life and productivity through behavioral science techniques and increase their awareness that, in many areas, management and labor can work cooperatively toward common objectives.

2-180 On-Site Evaluation of a Quality of Work Improvement Program in San Diego City Government

INSTITUTE OF SOCIAL RESEARCH, THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Stanley E. Seashore

Grant 21-26-77-37
Project still in progress

Descriptors: QUALITY OF EMPLOYMENT; PRODUCTIVITY; WORKER PARTICIPATION IN MANAGEMENT; LABOR-MANAGEMENT CONSORTIA; WORK INCENTIVES; JOB SATISFACTION

This experimental and demonstration study is one of a series examining productivity and quality-of-work outcomes of an organizational change strategy that uses several levels of interlocking labor-management committees to achieve greater involvement of the worker in workplace decisions. A third-party catalyst will assist in the formative stage of creating an ongoing and self-sustaining internal process for cooperatively identifying and analyzing problems that are limiting productivity and worker satisfaction or self-actualization.

The substance and method of the change intervention, chosen by the committees, will address such issues as work standards, compensation systems, training opportunities, work scheduling, job redesign, grievance procedures, improved technology, work methods, etc.

The project will take place in the solid waste and equipment divisions of the General Services Department of the city of San Diego. The consultant intervention will continue for about a year and outcomes measures will be taken during the subsequent 18-24 months at both the experimental and a comparison site. In addition, onsite observations will gain better insight into the processes associated with the intervention strategy and the use of labor management committees.

The Department of Housing and Urban Development and the National Center for Productivity and Quality of Working Life have undertaken a parallel effort to transfer the knowledge and experience gained from the project to other State and local governments.

2-181 The Effects of Employment Location and Scheduling of Work Shifts on Women's Economic Opportunities

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Janice Fanning Madden

Grant 91-42-78-31
Project still in progress

Descriptors: COMMUTING; WORK SCHEDULES; WOMEN; LABOR FORCE PARTICIPATION

The purpose of this study is to analyze and measure: (1) The effect of commuting distances and work hours on the wages and job classifications of women with different racial, household, and personal characteristics; (2) the effect of firm location and the scheduling of work hours on the racial and sexual characteristics of the firm's work force; and (3) the effect of differences in the work schedules of husbands and wives on the assignment of household tasks within the family.

The household decisionmaking model of labor supply will include choice of work hours, job location, and residential location and will be used to estimate the influence of location and time on the labor supply of women workers. Using data from both the University of Michigan's Panel Survey of Income Dynamics and the Study of Americans' Use of Time, the researcher will estimate the locations and times at which women in various types of households and occupations are available for work. These empirical results will be used to analyze the wage elasticities of labor supply and the effects of various possible changes in work schedules and home and job locations on labor supply and on the household division of labor.

2-182 Effects of Different Approaches to Organizational Change on the Persistance of New Behavior

GEORGIA INSTITUTE OF TECHNOLOGY
ATLANTA, GA.

Edward J. Conlon

Grant 91-13-78-44
Project still in progress

Descriptors: ORGANIZATIONAL ENVIRONMENT; PRODUCTIVITY; QUALITY OF EMPLOYMENT

This research will examine some of the effects of intervention style and feedback patterns on the persistence of newly developed work behaviors. Experimental conditions include unilateral vs. participative intervention styles, groups vs. individual feedback, positive vs. negative feedback, and social influence.

The researcher will assign five 3-person groups to 22 experimental conditions, using the Chicago ballpark vending game as a simulation of an organizational task. It is anticipated that the results will be helpful in designing organizational changes, as well as in extending the theory of planned behavioral change in organizations.

2C 5. THE WORKERS' SIDE OF THE COIN: ATTITUDES TOWARD WORK

2-183 Unemployment and Retraining: An Annotated Bibliography of Research

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Elliot Aronson

Contract MDTA 44-64
Project completed fiscal year 1965

Descriptors: BIBLIOGRAPHIES; WORK ATTITUDES; UNEMPLOYMENT; RETRAINING; JOB SATISFACTION

The objective of this study was to compile a critical and evaluative annotated bibliography of research related to workers' attitudes regarding employment and unemployment. Research on attitudes about job satisfaction, unemployment compensation, retraining (necessitated by technological unemployment), and other topics was summarized and evaluated from the standpoint of scientific merit.

The result was a 57-item annotated bibliography of research relating to the problems of unemployment and retraining done during the 30 years preceding 1965. Emphasis was placed upon the psychological components involved in unemployment and retraining.
1965
ETA

2-184 YOUTH UNEMPLOYMENT: FRICTIONS IN THE THRESHOLD OF THE WORK CAREER—AN EXPLORATORY PROBE

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Herbert G. Heneman, Jr. and Rene V. Dawis

Contract 81-22-01
Project completed fiscal year 1969

Descriptors: WORK ATTITUDES; YOUTH; STUDENTS; HIGH SCHOOLS; DROPOUTS; MINNESOTA, MINNEAPOLIS-ST. PAUL

This study examined the attitudes toward work of high school graduates and dropouts in relation to their subsequent employment experience. Attitudes were measured by the Youth Opinion Questionnaire (YOQ), an instrument developed specifically for this project and standardized on more than 9,000 students in grades 9 through 12 of Minneapolis and St. Paul public schools. Followup interviews were conducted with 183 graduates and 90 dropouts.

The researchers found that much of the considerable variation in the students' work attitudes could be attributed to differences in sex, age, social class, and sibling position, nevertheless, variation in attitudes accounted for some of the differences in work experience that could not be explained by demographic and biographic variables.

The YOQ scales most useful in predicting the success of beginning work experiences of high school graduates were those measuring self-sufficiency and risk-taking. Useful predictors also included scales related to working conditions, reason for working, personal influence, self-expression, and job steadiness.

In comparing the initial work experience of dropouts and graduates, the researchers found that dropouts had held more jobs, were more apt to be unemployed, and had been on their present job for shorter periods of time. However, no difference was found between the two groups in job satisfaction.
1969
ETA

2-185 CLASS, CHARACTER, AND CAREER: DETERMINANTS OF OCCUPATIONAL CHOICE IN COLLEGE STUDENTS

STANFORD UNIVERSITY
STANFORD, CALIF.

Joseph Katz, Harold A. Korn, Max M. Levin, Carole A. Leland, and Ronald L. Starr

Contract 81-05-66-11
Project completed fiscal year 1969

Descriptors: COLLEGE STUDENTS; SOCIAL STATUS; OCCUPATIONAL CHOICE

This study investigated the process by which college students choose careers and the factors which influence their decisions. Selected undergraduate students at Stanford University and students at the 2-year San Jose City College were given an occupational development questionnaire, the California Psychological Inventory, and the Strong Vocational Interest Blank. In addition, 1965 Stanford graduates were sent questionnaires about changes in their occupational plans and their current occupational and educational status.

Many of the young people had career values and expectations that were out of harmony with actual occupational structures. They rejected careers in large organizations (including government and other nonprofit institutions), which they saw as incompatible with their desires for self-expression, participation in decisionmaking, and sense of the human community. They wanted upward mobility but rejected supervisory responsibilities, and preferred not to work as members of a group or team.

Marked differences between the two student samples were found to be associated with differences in family background and social class. Significant differences were also observed in career decisions between men and women.
1969

NTIS PB184979/AS
Also available from ERIC—MP 000935

2-186 PRE-RETIREMENT PLANNING CENTER

DRAKE UNIVERSITY
DES MOINES, IOWA

Contracts 82-17-66-61 and 82-17-67-57
Project completed fiscal year 1970

Descriptors: OLDER WORKERS; TRANSITION FROM WORK TO RETIREMENT; PROGRAM DESIGN

This 2-year project was designed to develop and evaluate the effectiveness of a pre-retirement planning program.

The reports detailed the characteristics of the project's enrollees and the economic history of those who leave the project. The procedure followed in setting up the center, the services rendered, and the extent of participation was explored. The changing attitudes and the levels of participation of the clients were examined through the use of questionnaires designed at the project and by other sources. A review of the findings in table form and narrative analysis was presented, emphasizing the project services and its functions of public relations, recruitment, and program structure.

A PROGRAM TO PREPARE OLDER WORKERS FOR RETIREMENT AND INTEREST COMMUNITY GROUPS IN PRE-RETIREMENT
1970

NTIS PB199495/AS

PRE-RETIREMENT PLANNING CENTER, ANNUAL REPORT SEPTEMBER 1, 1968 TO AUGUST 31, 1969
1970

NTIS PB199526/AS

2-187 PERCEPTION OF JOB OPPORTUNITIES AMONG LOW-INCOME GROUPS IN MISSOURI

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Rex R. Campbell and Susan E. Mulvey

Grant 91-27-66-02
Project completed fiscal year 1967

Descriptors: WORK ATTITUDES; LOW INCOME; TECHNIQUES; BLACK/WHITE; MISSOURI

The first objective was to determine the attitudes and knowledge of disadvantaged blacks and whites concerning job opportunities. The second objective was to determine the feasibility of obtaining objective research data from respondents when interviewers are of a different race from those interviewed. Information from interviews with a random sample of 1,500 adults in low-income urban areas of Missouri was the basis of the study.
1967

NTIS PB177868/AS

2-188 Ethnic Differences and Historical Change in the Manpower Resources of a Small Town

CENTRAL WASHINGTON STATE COLLEGE
ELLENSBURG, WASH.

Clayton C. Denman and Anne Smith Denman

Grants 91-51-66-51 and 91-51-68-39
Project completed fiscal year 1968

Descriptors: WORK ATTITUDES; SMALL LABOR MARKETS; AGE DIFFERENCES; WASHINGTON, CLE ELUM

This study examined attitudes toward work among residents of Cle Elum, Wash., where the population of 1,800 represents a variety of ethnic groups. Since its coal mines closed and local railroad operations were curtailed, the community has been "economically depressed." Interviews were conducted with local business owners and managers, employees, retired persons, and high school seniors.

The most significant disparity in attitudes, the researchers found, was not attributable to ethnic differences but to age differences. Persons up to age 18 made up about 25 percent of the population; persons over 60 years of age, 20 percent. Despite older residents' desire to maintain community stability, children were encouraged by parents and urban-oriented teachers to obtain an education which was available only outside the community (usually in an urban environment) and which often prepared them for jobs nonexistent in the town. Thus, the children were being raised to prefer life styles which would not readily fit into the community.

The problem of social discontinuity was being intensified by economic disruptions. Job openings were frequently filled by newcomers from the cities who brought with them both social and economic patterns different from those of long-time residents. Newcomers were usually the community leaders and promoters of the town as a location for industry and investment from outside.

1968

NTIS PB183159/AS
Also available in "Social Customs and Facility Planning," *Area Development Magazine*, December 1968

2-189 The Meaning of Work and Its Relation to the Development of the Motivation to Work

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Robert M. Guion

Grants 91-37-66-71 and 91-37-67-39
Project completed fiscal year 1971

Descriptors: WORK ATTITUDES; ENGINEERS; MOTIVATION; TRANSITION FROM SCHOOL TO WORK

This research project tested the hypothesis that an individual's motivation to work was a function primarily of the meaning work had for him and secondarily of his general level of activity (ranging from "laziness" to energetic purposiveness), his principal orientation to the work situation (to task, interaction with fellow workers, or self-enhancement) and the prevailing attitudes toward work in his work group. Measures of these factors were constructed for 91 male college seniors in engineering who accepted positions in eight firms cooperating in the study. Data were collected in three stages: Prior to employment, when expectations and ideals were probed; 8 to 10 months later, when corresponding questions about experience on the job were asked; and 2 months later, when the worksites were visited and peer ratings obtained.

The data did not satisfactorily support the basic hypothesis except for one group whose members were characterized as task-oriented but low in general activity level.

1971

NTIS PB198380/AS

2-190 An Exploratory Study of Domestics' View of Their Working World (An Inquiry into the Methodology of a Research Design Formulated to Gather Information for a More Extensive Investigation)

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Jeanne L. Noble

Grant 91-34-67-06
Project completed fiscal year 1968

Descriptors: WORK ATTITUDES; HOUSEHOLD WORKERS; METHODOLOGY

This study developed a methodology for a proposed intensive study which would gather data on domestics' working world so that training and advertisement programs might be instituted. The present feasibility study focused on household workers living in the Central Harlem area of New York City.

The researcher found it impossible to obtain a scientific sample without establishing a complex, careful rapport-building plan which admitted researchers into the target area. (In the actual data gathering in Harlem, the researcher concluded that only interracial teams should operate.)

Based on hypotheses emerging from open-end interviews with 54 domestics and 6 of their employers, the researcher developed structured interview schedules for possible use in a full-scale survey.

1968

NTIS PB177865/AS
Also available from ERIC—MP 000666

2-191 The Job Attitudes of Workers from Different Ethnic Backgrounds

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Raymond A. Katzell, Robert B. Ewen, and Abraham K. Korman

Contract 41-8-006-34
Project completed fiscal year 1971

Descriptors: WORK ATTITUDES; BLACK/WHITE; JOB SATISFACTION; ENTRY-LEVEL EMPLOYEE PROBLEMS; BLUE-COLLAR WORKERS

This exploratory study compared the job attitudes of about 650 black and white men employed at comparable entry-level blue-collar jobs in seven companies in the Northeast. The sample consisted of companies that were willing to cooperate and had enough such employees for analysis.

On the whole, both black and white employees expressed fairly positive attitudes toward their jobs; they were more satisfied with the nature of their jobs and supervision than with pay and promotional opportunities. Although blacks were slightly more satisfied than whites, job attitudes were neither closely nor consistently correlated with race.

Supervisory ratings of work performance were found to bear a modest and direct relationship to job satisfaction for both groups. Perhaps the most notable finding was the relatively higher value placed on promotion by black employees.

1971

NTIS PB19[illegible]/AS

2-192 The Transition from High School to Work: The Work Attitudes and Early Occupational Experience of Young Men

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Jerald G. Bachman and Jerome Johnston

Contract 81-26-72-05
Project completed fiscal year 1974

Descriptors: WORK ATTITUDES; ATTAINMENT; LONGITUDINAL SURVEYS; TRANSITION FROM SCHOOL TO WORK; YOUNG MEN; LABOR MARKET BEHAVIOR

This study attempted to relate changing work attitudes and experience of young men to success and failure upon entry into the job market.

This research was drawn from a longitudinal study involving annual interviews during 1967-70 with 1,566 boys of the high school class of 1969. Family background, intelligence, school experience, work experience, attitudes, and aspirations were related to subsequent success and failure in the job market for those who entered the job market within 1 year of their class graduation date.

Desire for job challenge generally increased during high school and was highest for those who went to college. Those who were unemployed a year after graduation had consistently expressed the least interest in a challenging job. Concern for security and pay declined for those who went to college. For those employed, intelligence test scores, family status, and living in an urban area were positively associated with the status of the job they attained. They were fairly well satisfied with their jobs, although they fell short of expectations concerning pay, opportunities for advancement, and use of skills.
November 1973

NTIS PB225938/AS

2-193 A Multivariate Analysis of Engineering Job Satisfaction

PURDUE UNIVERSITY
LAFAYETTE, IND.

William K. LeBold and Donald A. Wood

Grant 91-16-68-36
Project completed fiscal year 1971

Descriptors: ENGINEERS; JOB SATISFACTION; METHODOLOGY; PROFESSIONALS

This comprehensive analysis of professionals' job satisfaction focused on engineering and science graduates, but the techniques of analysis and the results were intended to have application for other professions and occupations. The researchers investigated not only the nature of job satisfaction per se but also the relationship between job satisfaction and a wide variety of external factors including working conditions, demographic variables, career patterns, professional activities, community leisure activities, and opinions and values.

Data were collected from two samples—engineering graduates in a National Goals of Engineering Education survey and engineering and science graduates of Purdue University. Variance analysis, multiple regression, and canonical correlation techniques were used to relate job satisfaction to the professionals' background variables, including education, employment, professional activities, and communities. The study concluded that multivariate techniques can be of particular value in understanding the complex of interrelationships involved in job satisfaction.

In the two samples, similar factors contributed to job satisfaction: Supervisory relations, professional recognition, job security, job status, professional challenge, job autonomy, and interpersonal relations. The three analytical techniques resulted in similar but complementary findings.

The investigation indicated the primary importance to professionals of the work itself—including challenge, professional recognition, and autonomy—as well as the importance of work associates. Job satisfaction was found to be especially high if technical and supervisory responsibilities were high, if demands were high, if there were continued opportunities to learn, if tangible professional accomplishments were evident and previous jobs had been satisfying, and if there was active participation in professional, cultural, and community activities.
1971

NTIS PB197738/AS
Also available as "The Multivariate Nature of Professional Job Satisfaction," *Personnel Psychology*, Summer 1970, pp. 173-189.

2-194 Factors Associated with Employment Among Welfare Mothers

THE WRIGHT INSTITUTE
BERKELEY, CALIF.

Edward M. Opton, Jr.

Contract 51-05-69-04
Project completed fiscal year 1971

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; MOTHERS; WORK ATTITUDES; CALIFORNIA, CONTRA COSTA COUNTY

This study was to explore the question of why some mothers receiving Aid to Families with Dependent Children (AFDC) are able to become self-supporting while others cannot do so. However, it was impossible to find enough who had earned their way to financial independence in Contra Costa County, the site of the study. Instead, the study investigated the social and family situation, jobseeking methods, assistance from government agencies, self-concept and values, and personality of 75 AFDC mothers (twice as many refused to participate) classified by current employment status and work history.

Four characteristics distinguished the mothers with inferior employment records: They were more likely than their more successful counterparts to be blacks, to be immigrants from the South, to have had a child or children when they were in their teens, and to have been deserted by the children's father. In addition, the researcher found that all of the AFDC mothers could have benefited from simple, comprehensive, objective information on how taking a job would affect their finances, because they knew very little about making the necessary calculations and hence based their decisions on what had happened to friends and relatives.
1971

NTIS PB201109/AS

2-195 Effect of Welfare Women's Working on Their Family

CORNELL UNIVERSITY
ITHACA, N.Y.

Harold Feldman and Margaret Feldman

Contract 51-34-69-07
Project completed fiscal year 1972

Descriptors: ATTITUDES; WELFARE RECIPIENTS; HEALTH; LIFESTYLES; CHILD DAY CARE; FAMILIES; MOTHERS

This study was designed to investigate the consequences of a welfare mother's entering employment on the operation of her home, the care of her children, her use of community resources, and her self-perception. A sample of 1,200 families (in a city of less than 100,000) was selected to permit comparisons where: (1) The husband is or is not in the home, (2) the mother is or is not employed, and (3) the family has or has not left the welfare rolls.

Each family was interviewed twice, 6 months apart, and intensive case studies were made of a sample of persons who

left jobs or welfare or otherwise changed their status in the interim. In addition, data were obtained on community facilities for transportation, child care, education, recreation, counseling, and health care.

A wide variety of findings emerged which, in general, showed working mothers had a more effective home life and self-concept. They believed their children had more respect for them, and their children were doing as well in school as were the children of nonworking mothers. On the other hand, they had some marital problems and concerns about care of the home and relationships with their children.

The nonemployed had more home and health problems and anticipated more difficulty if they were to work. They felt that shopping and food preparation would take much longer than it actually does, and believed their children would suffer if they went to work.

Over half the women in both groups had a strong preference for family day care for preschool children. Special problems were noted about day-care centers and suggestions were made regarding care of the sick child, allowing the parents a voice in how the children are cared for, more convenient hours, and a wider age range.

Recommendations included setting up a training program to increase women's skill in caring for the home and managing interpersonal problems created by their working. An adjunct training program, which should start before girls leave high school, was outlined.

VOL. 1: FINDINGS AND IMPLICATIONS
1972

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; CHILD DAY CARE; FAMILIES; CHILDREN; MOTHERS

NTIS PB209019/AS
ETA

VOL. 2: TABLES AND APPENDICES
1972

NTIS PB209020/AS

VOL. 3: PARTICIPANT OBSERVER AND CASE STUDIES
1972

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; CHILDREN; CHILD DAY CARE; FAMILIES; MOTHERS; PARTICIPANT-OBSERVER METHODOLOGY

NTIS PB209021/AS

2-196 NEGRO AND WHITE PERCEPTION OF COMPANY EMPLOYMENT POLICY IN THE SOUTH

ATLANTA UNIVERSITY
ATLANTA, GA.

David E. Kidder and Alice E. Kidder

Grant 91-11-69-33
Project completed fiscal year 1972

Descriptors: WORKER ATTITUDES; BLACK/WHITE; HIGH-LEVEL JOBS; EMPLOYER PRACTICES AND POLICIES

This exploratory study was designed to test the hypothesis that an employee's behavior is conditioned by his expectations of rewards for different courses of action and by his understanding of the employer's expectations for him. The analysis centered on comparisons for black and white employees in professional/managerial positions.

Data for black employees were obtained through interviews in large Atlanta firms during 1969 and 1970. Those for white employees and employers were taken from other studies.

The black professional/managerial employees sampled were more confident of advancement than whites but were more likely to reject external mobility in favor of internal mobility. Those blacks most confident of advancement were more likely to be most suspicious of management's racial attitudes and to cluster in firms where positive integration policies were effective and well understood throughout the organization. However, further tests of the hypothesis were advocated.
1972

NTIS PB201290/AS

2-197 TECHNOLOGY, DIVISION OF LABOR AND ALIENATION FROM WORK

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Jon M. Shepard

Grant 91-23-69-34
Project completed fiscal year 1970

Descriptors: ALIENATION; MECHANIZATION; AUTOMATION; BLUE-COLLAR WORKERS; WHITE-COLLAR WORKERS

This study addressed the question: Does a worker's unique relationship to technology engender in him a set of feelings about work which are distinguishable from others laboring under different man-machine relationships? It compared the results of the researcher's dissertation on worker alienation among factory workers (see grant 91-24-67-03) with his new findings for office workers. Both studies sampled man-machine relationships in three types of production systems: Nonmechanized, mechanized, and automated. In the factory study, these were represented by skilled maintenance workers in an auto plant, final assemblers in the same plant, and monitors of equipment in an oil refinery; in the office study, by workers performing traditional clerical duties, office-machine operators (both EDP-related machines and others), and computer operators, programers, and systems analysts—all selected from the home offices of five insurance companies and a large bank. From interviews with the workers, five scales were developed to measure alienation—powerlessness, meaninglessness, normlessness, self-evaluative involvement in work, and instrumental work orientation.

In the factory study, alienation reached a peak among final assemblers in the auto plant, was lower among the skilled maintenance workers, and, on all but the powerlessness scale, lower still among the monitors in the oil refinery.

Among office employees, programers, systems analysts, and computer operators scored lower than either nonmechanized or mechanized clerical workers on all measures of alienation except powerlessness, but the expected differences between the two groups of clerks were fairly consistently lacking.

The researcher concluded that technology in the office had not led to a convergence in work attitudes among mass production factory workers and office employees at any level of man-machine relationship. Office employees working with the computer did not appear to have the amount of freedom and control found in an automated continuous-process factory.
1970

NTIS PB191258/AS
Also available in "Functional Specialization, Alienation, and Job Satisfaction," *Industrial and Labor Relations Review*, January 1970, pp. 207-219; *Automation and Alienation; A Study of Office and Factory Workers*, The MIT Press, Cambridge, Mass., 1971.

2-198 WORKERS' BUREAUCRATIC PREDISPOSITIONS AND JOB REQUIREMENTS

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Amitai Etzioni

Contract 81-34-70-04
Project completed fiscal year 1973

Descriptors: BUREAUCRACY; ORGANIZATIONAL STRUCTURE; WORK ETHIC; ADJUSTMENT; TESTING; OCCUPATIONAL CHOICE; LOW INCOME; WORK ATTITUDES; JOB SATISFACTION

In the belief that it would help match people to jobs, these researchers attempted to develop a measure of personality attributes that correspond to tolerance for bureaucratic, structured, and regulated work situations, and a parallel measure of the degree of structure in various jobs.

A self-report questionnaire, Tolerance for Bureaucratic Structure (TBS), was developed and administered to over 2,500 individuals, including trainees in the Work Incentive and Concentrated Employment programs, bank clerical workers, office "temporaries," nursing students, cab drivers, and factory production workers. It was designed to measure attitudes toward authority, rules and regulations, highly structured and repetitious tasks, and delaying gratification.

A Job Description Questionnaire was developed and administered to about 200 supervisors to measure the degree to which such jobs were structured (the variety and challenge of tasks, the strictness and enforcement of rules for work performance and personal conduct, etc.).

The individual TBS scores varied according to several demographic and work history measures. Furthermore, persons with high scores tended to have higher ratings from their supervisors, to be more satisfied with their jobs if they were employed, and to stay longer on the job or in a training program than those with low scores.

Methodological problems prevented an analysis to determine whether these differences reflected a match between TBS and job structure, but other relationships tended to support the hypothesis that workers whose TBS scores match the structure of their jobs are more productive and better satisfied. Further research was needed before the TBS questionnaire could realize its potential as a helpful counseling tool.

Amitai Etzioni, Sally Hillsman Baker, Richard A. Hansen, and Marvin Sontag
October 1972

NTIS PB220828/AS
Also available from ERIC—ED 075677.

2-199 Motivational and Personality Factors Related to Career Goals of Black College Women

HOWARD UNIVERSITY
WASHINGTON, D.C.

Martha T. Mednick

Grant 91-09-70-36
Project completed fiscal year 1974

Descriptors: CAREER CHOICE; STUDENTS; BLACKS; ASPIRATIONS; YOUNG WOMEN; MOTIVATION

This study examined the motivational and other correlates of career aspirations of black college women.

Data for the study were obtained from two sets of respondents: A sample of 127 women at an urban black university, and 286 women at five schools in the Southeastern and Middle Atlantic States.

Tests to measure achievement, motivation, and fear of failure; and questionnaires seeking information about occupational choice, family background, and attitudes toward militancy and sex roles were administered to the two groups.

The study found a higher degree of unconventional career choice than in previous research, with occupational aspirations—whether traditional or innovative—unrelated to family background. Innovators and traditionals were similar in their sex-role attitudes; they planned to combine family and career goals in a two-role model. Innovative women perceived their careers in terms of self-fulfillment; they were also consistent and saw their choice as ideal for themselves.
March 1973

NTIS PB218969/AS

2-200 Motivation of the Black Worker: A Review of Traditional Approaches and Critical Issues in Current Theory

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Stanley E. Seashore, and William M. Cobb, Jr.

Grant 91-26-71-06
Project completed fiscal year 1973

Descriptors: BLACKS; MOTIVATION; LITERATURE REVIEW; LOW-LEVEL OCCUPATIONS; WORK ATTITUDES

This study reviewed various hypotheses concerning the attitudes and behavior of the black worker, with particular focus on attempts to understand his special problems in terms of a motivation-situation dichotomy. The "motivation" approach recognizes social causes but stresses the motivational deficits of his culturally deprived background; the "situation" approach stresses the social and institutional aspects of the problem and calls for changes in the social structure and institutional arrangements. The study sought to determine how each approach independently served to predict worker behavior within an overall "expectancy theory" framework, and to explore the advantages and limitations of an expectancy theory model for discussing the problems of black workers.

It found that whereas neither approach of itself seemed adequate to account for the observed behavior of the black worker, an expectancy theory hypothesis would force a consideration of both the psychological factors and the situational constraints of the worker's environment. Issues suggested as critical to black workers within an expectancy theory framework and important questions leading to a reconsideration of contemporary expectancy approaches were discussed.
January 1973

NTIS PB215704/AS

2-201 Youth and the Meaning of Work

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.
AND
UNIVERSITY OF HOUSTON
HOUSTON, TEXAS

David Gottlieb

Grant 81-11-72-04 and Contract 20-42-73-26
Project completed fiscal year 1975

Descriptors: COLLEGE GRADUATES; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; JOB SATISFACTION; VOCATIONAL GUIDANCE; JOB SEARCH; EDUCATIONAL EFFECT ON CAREER PATTERNS; LIFESTYLES; LABOR FORCE BEHAVIOR

The first phase of this research examined the attitudes toward work and career of a sample of 1,860 college seniors in five Pennsylvania colleges. The vast majority expressed favorable attitudes toward work and saw it as a necessary part of adult life. But they emphasized work as a means of improving oneself and society, not as a means of obtaining wealth, power, and prestige.

The study also found that women anticipated working as school teachers, social workers, guidance counselors, nurses, and health technicians—fields traditionally occupied by women. On the other hand, men were more likely to anticipate enrollment in graduate school, or work in science or engineering professions or business administration. Consistent with these career choices, women expected to earn less than men.

In addition, low-income, first-generation college students and black students expected careers in relatively few fields. Very few blacks aimed at careers in law, medicine, science, or business. The more affluent students perceived a broader range of career alternatives.

Many students were not convinced they were leaving college with unique job skills, and most had received little if any

information about the job market, what they could do if they did not find work in their own field, or what potential employers expected.

The second phase surveyed the same sample a year after graduation to ascertain changes in the attitudes and perceptions about work they expressed as college senior survey while still in senior year. It examined the relationship between their earlier expectations and their current work or school status to identify those in-college variables which appear to be most predictive of postcollege career-related behavior.

The findings showed that most of the college graduates were either working full time or attending graduate/professional schools. Among those who sought full-time employment, the majority were able to obtain some type of full-time work, but many were unable to get jobs directly related to their fields of study. The majority of those who were employed felt that their current jobs did not offer definite long-range career opportunities and that they would need additional formal education to meet their ultimate career expectations. Large numbers of the employed graduates were unprepared for the realities of the job market.

Comparisons of those attending graduate school and those employed full time showed that graduate students anticipate higher salaries and expect to hold positions of greater status than those employed full time. The graduate students were more concerned about securing meaningful, challenging work—the same attitude that was predominant among all of the students in their senior year, while the employed were more concerned with matters of income and job security.

Three variables—sex, socioeconomic status, and race—are extremely powerful predictors of what happens to college graduates once they leave college. They are also salient variables in accounting for variations in post-college attitudes, values, and career-related experiences.

INSTITUTE FOR THE STUDY OF HUMAN DEVELOPMENT, CENTER FOR YOUTH STUDIES AND SOCIAL POLICY, REPORT NO. 3
February 1973

NTIS PB217360/AS

YOUTH AND THE MEANING OF WORK, PART II
March 1974

NTIS PB241474/AS

2-202 Social Network Effects on Employment

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Alvin W. Wolfe

Grant 91-55-72-27
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; JOB SEARCH; JOB SATISFACTION; STATUS; SOCIAL RELATIONSHIPS

This research described some characteristics of the personal social networks of people with different work experience. One area of concern was the differences between network systems surrounding people who are satisfied with their employment and those systems surrounding people who are not satisfied. Another area dealt with possible differences between the network systems surrounding people with stable and orderly job histories and those surrounding people with unstable job histories.

While the researchers were not able to manipulate the independent variable—social networks—they could compare the networks of persons who were not satisfactorily employed to see whether generalizations about their relationships were justified.

No differences in social network systems were discerned between satisfactorily employed and unsatisfactorily employed persons. However, the network sets associated with jobs found by informal contacts were significantly different from those associated with jobs found either by institutional contact or personal public knowledge. No significant differences were found in the network systems of those respondents whose series of jobs showed chaotic leaps from one kind of job to another and the systems of those whose jobs were related to one another in an orderly career pattern.

Alvin W. Wolfe with the assistance of Linda Dean
April 1974

NTIS PB231900/AS

2-203 Cognitive Images of the Occupational Structure

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Reeve Vanneman

Grant 91-17-74-29
Project completed fiscal year 1977

Descriptors: OCCUPATIONAL CLASSIFICATION; SOCIAL STRUCTURE; OCCUPATIONAL STATUS; ATTITUDES; ILLINOIS, CHICAGO

This research explored the use of cluster analysis and multidimensional scaling for investigating perceptions of occupations. Interviews with 317 Chicago area men included a battery of 56 "triad" questions about occupations, in which respondents were asked to choose the two more similar occupations from the list of three. Some respondents were asked to choose the two in the same "social class."

The multidimensional scaling analysis confirmed the primary importance of occupational prestige. However, the study identified alternative status-independent dimensions that also influenced respondents' judgments. Work-site and supervisory authority proved important for judging overall similarity. The manual-nonmanual distinction and "middle class" images were important in the social class judgments. Cluster analysis was used to identify the principal gap perceived in the occupational structure. The two major perceived groups were a professional-managerial class and a large working class that includes clerical as well as manual occupations.

COGNITIVE IMAGES OF THE OCCUPATIONAL STRUCTURE
December 1976

NTIS PB267062/AS

2-204 White-Collar Work

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Richard Berk

Grant 91-17-74-32
Project still in progress

Descriptors: WHITE-COLLAR OCCUPATIONS; JOB SATISFACTION; ABSENTEEISM; TURNOVER; PRODUCTIVITY; BANKING INDUSTRY; ILLINOIS, CHICAGO

This study is exploring job satisfaction, absenteeism, turnover, and productivity among nonsupervisory, white-collar workers.

Within each of 20 large financial institutions in Chicago, 20 top executives, 21 personnel officers, 130 first line supervisors, and 1,308 white-collar workers have been surveyed. This project is analyzing the results.

2-205 Work Attitudes and Labor Market Experience: Evidence from the National Longitudinal Surveys

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Paul J. Andrisani

Grant 21-42-75-06
Project completed fiscal year 1977

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; JOB SATISFACTION; WORK ETHIC; MOTIVATION; MEANING OF WORK

This study examined the relationship of work attitudes to subsequent labor market behavior and the effect of labor market experience on subsequent work-related attitudes. The analysis used data from the National Longitudinal Surveys for eight cohort groups (young and middle-aged men and women, black and white) for the years between 1966 and 1972. Some of the major findings of the study were:

There was clear and consistent evidence that work attitudes affect subsequent labor market behavior. As expected, highly dissatisfied workers were more likely to change employers. This relationship was greater for younger than for older workers and greater for blacks than for whites.

Whether workers changed employers or not, job dissatisfaction was associated with subsequent costs to the employee. An exception to this finding was that dissatisfied black youth, compared with satisfied black youth, experienced greater occupational advancement, largely owing to their greater tendency to change employers.

Career goals, expectations of being able to achieve goals, commitment to work, a belief that one's own effort can influence one's future, attitudes toward propriety of working mothers, and spouses' attitudes toward a woman's work role were all shown to be related to subsequent labor market experience although findings in some cases differed among cohort groups.

Attitudes formed prior to initial entry into the labor market often continued to affect the choices and experiences of youth over the following 2-3 years.

Examination of the extent of job satisfaction and of the trend over time suggested conclusions that were both consistent and inconsistent with previous studies. While fewer than 15 percent of any cohort groups expressed dissatisfaction with their job, job satisfaction declined somewhat because of a shift from being "highly satisfied" to "somewhat satisfied." As expected, blacks were less satisfied than whites and youth less satisfied than older workers. Contrary to previous findings, women tended to be more highly satisfied than men.

Contrary to the popular notion of "blue-collar blues," the downward trend of job satisfaction was greater among white-collar workers, craft workers, service workers, farmers, and farm managers than among those in blue-collar occupations. Among those in the same occupation, the decline was inconsistent across age-sex-race groups and was not more noticeable among minorities or among those at the lower end of the occupational scale.

The most consistent and systematic correlate of job satisfaction and of changes in satisfaction was the occupational status of the job. Decreases in job satisfaction, for example, were no more likely for those whose earnings fell than for those whose earnings rose, when occupational status was held constant.

There was no evidence to indicate that there had been a decrease in the work ethic or the commitment to work. Reinforcing these findings were data showing only slight differences between the younger and older workers on work ethic attitudes despite a marked difference in expressed dissatisfaction.

Despite somewhat inconsistent findings, *labor market experience frequently had an impact on subsequent work attitudes, suggesting a relationship between the formation of work attitudes and labor market experience.* Occupational attainment, occupational advancement, hourly earnings, and advancement in earnings affected subsequent changes in occupational aspirations among male youth.

Workers holding jobs that did not have the status that prevailed for others with similar education, experience, and demographic characteristics were likely to express more job dissatisfaction and to have had increased job dissatisfaction. This suggests that workers' attitudes were more dependent on their relative expectations than absolute characteristics of the work and work environment.

Paul J. Andrisani, Eileen Appelbaum, Ross Koppel, and Robert C. Miljus
May 1977

NTIS PB270388/AS
ETA R&D MONOGRAPH FORTHCOMING
Praeger Publishers, Inc., New York, N.Y.

2-206 Psychological and Human Capital Influences upon the Salaries of White-Collar Workers

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Einar Hardin

Grant 91-26-75-27
Project completed fiscal year 1978

Descriptors: ATTITUDES; HUMAN CAPITAL; INCOME; LABOR MARKET; WHITE-COLLAR OCCUPATIONS

Starting with the human capital theory of wages, the investigator distinguished between work experience with present employers and with past employers and extended the modified earnings equation by allowing for eight psychological influences—dogmatism, passive readiness for change, active readiness, internal control, work commitment, job interview anxiety, ease of making friends, and risk-taking willingness. The effects of these influences and of education and disaggregated work experience upon salaries of white-collar workers were estimated by sex and by company using regression analysis on data collected in questionnaire surveys in four white-collar organizations—two banks and two insurance companies—located in the Great Lakes region.

Human capital factors accounted for 36 to 82 percent of variation in annual salaries, with the major role played by work experience with present employers and with a sharply lower impact of work experience with previous employers. Other findings indicated that human capital factors benefited women less than men. Dogmatism lowered, and passive readiness raised, salaries of employees with given stocks of human capital, though modestly and with mixed statistical significance. The other six psychological variables showed no consistent significant impact individually or in groups. Indirect effects of education were also calculated and recommendations were made for disaggregating the work-experience measure in earnings equations and for various approaches to further study of psychological influences.

March 1978

NTIS PB283056/AS

2-207 Factors Influencing Role-Innovative Career Striving in Black and White Women

HOWARD UNIVERSITY
WASHINGTON, D.C.

Martha T. Mednick

Grant 91-11-76-48
Project still in progress

Descriptors: CAREER ASPIRATIONS; WOMEN; STUDENTS; UNIVERSITIES AND COLLEGES

The object of this study is the comparison of the effects of a set of cognitive and motivational factors on career strivings in black and white college women. A sample of college junior

and senior women is being selected on the basis of their aspirations to traditional, moderately innovative, or innovative careers. They will be given a questionnaire containing measures of sex role, self-concept, approach and avoidance achievement motives, levels of expectancy for success, and casual contributions about success and failure.

2-208 A Comparison Between Workers in Sex-Typical and Atypical Jobs

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert P. Quinn

Grant 91-26-76-51
Project still in progress

Descriptors: JOB ANALYSIS; ROLE CONFLICT; WORKER TRAITS

The purpose of this research is to increase the general understanding of sex-atypical workers, that is, individuals who work in occupations in which the opposite sex predominates. It will examine the characteristics of typical and atypical jobs for each sex, the personal characteristics of both men and women in typical and atypical jobs, and the differences in reactions to typical and atypical jobs by the use of measures of physical health, mental health, and job satisfaction. The analysis of work reactions will then be repeated, while control for job and worker characteristics is maintained, to determine the effects of working in an occupation dominated numerically by the opposite sex.

Two national surveys—the 1969-70 Survey of Working Conditions and the 1972-73 Quality of Employment Survey—will provide data for statistical analysis.

2-209 A Comparison of Wholistic and Decomposed Judgment Strategies in Job Analyses by Job Incumbents

OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Edwin Cornelius, III

Grant 91-39-76-61
Project completed fiscal year 1978

Descriptors: JOB ANALYSIS; WORK ATTITUDES

This study investigated the ability of job incumbents to evaluate abstract characteristics of their jobs and to compare "wholistic" (overall) and "decomposed" (divided into separate elements) judgments in evaluating underlying job dimensions. One hundred fifteen job incumbents evaluated their jobs, using 13 job analysis scales on 2 occasions.

The results indicated that the reliability and validity of pooled incumbent ratings were fairly good, although incumbents tended to inflate the evaluations of their jobs when using certain job analysis scales. Their educational levels were directly related to success in the rating task, whereas length of their job experience was found to be unrelated.

The results also indicated that a decomposed judgment strategy using a mechanical algorithm resulted in improved data as measured by interrater agreement. Simple overall clinical or wholistic judgments proved as effective as the fully decomposed judgments when assessing intrarater reliability across time and when comparing incumbent ratings to those of job analysts and supervisors. In all instances, a judgment strategy that involved decomposed estimates followed by wholistic evaluations proved to be the least effective approach.

April 1978

NTIS PB284469/AS

2-210 Exploratory Research on National Worktime Preferences

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Fred Best

Contract 20-11-78-36
Project still in progress

Descriptors: ATTITUDES; WORK SCHEDULES; PILOT STUDY; LABOR FORCE BEHAVIOR

This project is an exploratory national survey to assess the extent to which workers would like to exchange earnings for reduced working hours. It will examine preferences for the scheduling of the reduced hours and the characteristics of workers with different preferences.

2-211 The Influence of Variable Work Schedules on Worker Responses Related to Their Jobs

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Karlene H. Roberts

Grant 21-06-78-17
Project still in progress

Descriptors: MOONLIGHTING; PART-TIME EMPLOYMENT; ABSENTEEISM; JOB SATISFACTION; WORK SCHEDULES; JOB PERFORMANCE

This study will examine the differences between part- and full-time workers in the same occupations. It will compare the two groups on such factors as demographics, reasons for working, recalled job search behavior, work values, job satisfaction, absenteeism, tardiness, and productivity. In addition, it will look into the relationship between hours of work and job responses the context of the characteristics of the individuals, work group, organization, and external environment.

The researchers have access to data collected from 2,000 employees representing a diversity of occupations in the service, retailing, and distributive industries. From this group they will randomly select a sample of 900 full timers and 900 part timers.

2-212 The Determinants and Consequences of Young Women's Attitudes Toward Work

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Linda J. Waite

Grant 91-17-78-11
Project still in progress

Descriptors: WORK ATTITUDES; YOUNG WOMEN; ATTITUDES; WOMEN; MOTIVATION

This research will examine labor force participation of women, especially the causes and consequences of their preferences for and attitudes toward work. It will explore views on whether wives and mothers should work, under what circumstances, and what effect sex-role attitudes have on their families. Important questions to be addressed are: Do attitudes toward work lead to female labor force participation or do work attitudes merely reflect labor market behavior? Under what circumstances or for which women do work-related attitudes affect a decision to seek work, and when do these attitudes have little effect?

The research will be divided into segments corresponding to important stages of family life cycles. The analysis will use the

National Longitudinal Survey of the education and labor market experiences of young women between the ages of 14 and 24. The study should explain why some women work and others do not.

2-213 THE STRUCTURE OF WITHDRAWAL: RELATIONSHIPS AMONG ALIENATION, TARDINESS, ABSENTEEISM, AND TURNOVER

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Nina Gupta and G. Douglas Jenkins, Jr.

Grant 91-48-78-39
Project still in progress

Descriptors: ALIENATION; ABSENTEEISM; TURNOVER; ORGANIZATIONAL ENVIRONMENT

The objectives of this study are: (1) To synthesize existing research on the relationships among withdrawal-alienation, tardiness, absenteeism, and turnover; (2) to examine the hypothesis that there is a progression of withdrawal behaviors, beginning with alienation and culminating in turnover; and (3) to explore individual and organizational characteristics that may limit and moderate these relationships. Data for the study were collected from three organizations between May 1972 and December 1976, an automotive accessory plant in the rural South, several branches of a large bank and a pet food manufacturing company in the Midwest.

2C 6. JOBSEEKING METHODS

2-214 THE JOB HUNT: JOB-SEEKING BEHAVIOR OF UNEMPLOYED WORKERS IN A LOCAL ECONOMY

THE W.E. UPJOHN INSTITUTE FOR EMPLOYMENT RESEARCH
WASHINGTON, D.C.

Harold L. Sheppard and A. Harvey Belitsky

Contract MDTA 6-64
Project completed fiscal year 1966

Descriptors: LABOR MARKET BEHAVIOR; JOB SEARCH; UNEMPLOYED; PENNSYLVANIA, ERIE

This study was a pioneering effort to relate jobseeking behavior to motivation and attitudes. It examined the social, psychological, and economic factors that affect jobseeking behavior. Personal interviews were conducted with approximately 550 unemployed workers (in blue-collar and selected white-collar occupations), as well as with selected employers, union representatives, and local community leaders in Erie, Pa.

Laid-off workers who expressed willingness and determination to reach a goal and whose values emphasized success were much more likely to have conducted a thorough and successful job hunt than those who did not possess these attributes, the study found. The jobseeker's degree of anxiety in a job interview was also associated with success in finding a job as well as thoroughness of the job search. Most workers who scored high in motivation and low in interview anxiety got new jobs through direct application to companies, very few through friends and relatives and other sources.

The greatest success in finding jobs occurred among laid-off workers who started their job search immediately and contacted many companies rather than only firms reputed to be hiring.

This study also updated and reaffirmed many of the results of earlier studies in other locations. For instance, among workers not recalled to their jobs, twice the proportion of older than younger workers were still unemployed at the time of the study.

1966
Available from The Johns Hopkins Press, Baltimore, 1966 (book based on study); *Promoting Job-Finding Success for the Unemployed*, The W.E. Upjohn Institute for Employment Research, Kalamazoo, Mich., 1968 (selective summary); ETA—Manpower/Automation Research Notice, 1966 (digest)

2-215 PLACEMENT SERVICES FOR COLLEGE TEACHERS

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

David Brown

Contract MDTA 25-64
Project completed fiscal year 1966

Descriptors: JOB SEARCH; UNIVERSITY OCCUPATIONS

These studies provided information on the operation of the academic job market, based on a survey of some 7,500 college professors who were newly hired at the start of the 1964-65 academic year. The respondents were chosen to represent virtually all regions, disciplines, levels of experience and salary, academic ranks, ages, and all types of 4-year academic institutions as well as some 2-year institutions.

The researcher concluded that traditional and professional ethics greatly restrict the use of customary formal methods of job finding in the academic market. The great majority of teachers found jobs through informal channels, principally with the aid of friends and former professors. During recent years, however, the use of formal methods has increased. One of the important new mechanisms for improving the operation of the academic job market has been the development of extensive and effective convention placement services with the aid of the U.S. Employment Service of the Department of Labor.

The author's recommendations for improving job market operations include: (1) Expanded placement services to professional association members; (2) better methods of liaison between graduate school departments and university placement offices; (3) establishment of an academic register and "Journal of Academic Vacancies"; and (4) wider publication of information about salary trends and other factors affecting college training opportunities.

VOL. I
November 1965
ETA

ACADEMIC LABOR MARKETS

VOL. II
February 1966
ETA

2-216 PAST AND PRESENT COUNSELING AND PLACEMENT PROCEDURES IN PRIVATE EMPLOYMENT AGENCIES—AN EMPIRICAL STUDY

UNIVERSITY OF SANTA CLARA
SANTA CLARA, CALIF.

Thomas M. Martinez

Grant 91-05-68-72
Project completed fiscal year 1970

Descriptors: PRIVATE EMPLOYMENT AGENCIES; WHITE-COLLAR OCCUPATIONS; ATTITUDES; JOB SEARCH

This study analyzed the social and psychological influence of the use of private, white-collar employment agencies upon workers. It followed development of such employment agencies in the United States and their counseling and placement techniques. The planned attention to treatment of members of minority groups proved impossible.

Library research on agency history and practices was supplemented by interviews with 63 former applicants of private employment agencies, most of whom were young men in the lower ranks of industrial management, engineering, sales, computer programing, and accounting. A number of agency owners were interviewed and the researcher's own experience in working for such agencies in the San Francisco Bay area was included.

Private employment agencies, which apparently began operating in the United States in the early nineteenth century, were for a long time largely devoted to recruiting and placing immigrant manual workers and female domestic servants. Although data are sparse, it is clear that many agencies followed abusive practices—misrepresentation of the terms and conditions of employment, usually through misleading advertisement; fee-splitting with employers; or discrimination because of race or religion, especially against blacks and Spanish-speaking Americans. Such practices led to State regulation of private agencies in many cases.

While most of the agencies covered in this study claimed to offer counseling service to job applicants, little or no counseling occurred; there was universal agreement among users interviewed that agency knowledge of the job market was inadequate. It was clear that those most in need of help in finding jobs were given less consideration than more independent users.

A majority of the agency users interviewed felt that their self-esteem had suffered in the use of the agency. They had been unable to find jobs for themselves, and some felt employers denigrated users of the agencies.

Private employment agencies are currently lobbying for professional status and the consequent right to regulate themselves. California in 1967 became the first State to permit self-regulation despite the lack of criteria for professional standards by and for agents.

1970

NTIS PB188154/AS

2-217 Jobseeking Methods Used by American Workers

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Sophia C. Travis

Contracts 20-11-73-04 and 21-11-73-10
Project completed fiscal year 1976

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; UNEMPLOYMENT; JOB PLACEMENT; LABOR MARKET INFORMATION

This study examined job hunting methods to determine which are the most effective.

Questions covered both the intensity and extent of the job search. Data were collected in connection with the January 1973 Current Population Survey from people who had started their current jobs in the preceding 12 months.

Following are some of the major findings of the survey:

Two out of three workers in the study reported that they tried to find work by applying directly to employers without suggestions or referrals by anyone. The next four most frequently used methods—employed by much smaller proportions of workers—were: (1) Asking friends about jobs where they work; (2) answering local newspaper ads; (3) asking friends about jobs at places other than where they work; and (4) checking with the State employment service.

More workers (35 percent) obtained their current jobs through direct application to employers than by any other method. The next two methods reported most frequently, but by much smaller proportions of workers, were asking friends about jobs where they work and answering local newspaper ads. About equal proportions of jobseekers (5 to 6 percent) obtained their jobs through the State employment service and through private employment agencies.

The four most commonly used methods and the one workers most frequently named as the way they obtained jobs were the same for both men and women.

Carl Rosenfeld, Kopp Michelotti, and William V. Deuterman
1975

NTIS PB250484/AS
GPO BLS BULLETIN 1886 (STOCK NO. 029-001-01809-1)

2-218 Job Search Activities of the Unemployed: Theory and Evidence

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

John M. Barron

Grant 91-18-77-26
Project still in progress

Descriptors: JOB SEARCH; UNEMPLOYED; MODELS

The primary objective of this research is to test important hypotheses of search theory utilizing an expanded model of search behavior and new micro data on the jobseeking activities of the unemployed. The initial research will involve the development of a model of job search behavior by the unemployed and tests of resulting hypotheses relating an unemployed person's search intensity, methods of search, and level of acceptance of wage to nonwage income, duration of unemployment, and reason for unemployment.

Job search hypotheses will be empirically tested through a survey conducted by the Bureau of the Census. The data consist of a sample of 5,000 jobseeking unemployed workers.

An improved understanding of factors affecting the duration of unemployment and their empirical importance should result.

2-219 Interdisciplinary Review of the Literature on Job Search and Recruitment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Donald P. Schwab

Grant 21-55-78-32
Project still in progress

Descriptors: JOB SEARCH; RECRUITMENT; LITERATURE REVIEW; STATE-OF-THE-ART PAPERS

The project will synthesize and evaluate current job search and recruitment literature in the various social science disciplines. The objectives are to: (1) Improve theory and future research on job search and (2) aid in the development of public policy on the labor exchange function of the U.S. Employment Service, employer recruiting practices, and job search techniques.

2-220 Estimation of Complete Equilibrium Systems Explaining Aggregate Unemployment, Employment and the Real Wage

DUKE UNIVERSITY
DURHAM, N.C.

George E. Tauchen

Grant 91-37-78-45
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR MARKET BEHAVIOR; JOB SEARCH; FRICTIONAL UNEMPLOYMENT; UNEMPLOYMENT/INFLATION TRADEOFF; DURATION OF UNEMPLOYMENT

Job search models attempt to explain how people go about looking for—and accepting or rejecting—job offers. One such

model goes so far as to suggest that all unemployment is due to search behavior, implying that all unemployment is, in a sense, voluntary. This model is the microeconomic base for the natural rate of unemployment hypothesis.

This research project will test this job search model. The investigator will use quarterly data on an autoregressive moving average (ARMA) econometric model of the level of unemployment, employment, and the real wage in the United States. The model assumes that all unemployment is frictional. He will then compare the job-acceptance probabilities generated by the model with published data on the length of unemployment spells, thus testing the model.

The main policy implication is the testing of the natural rate hypothesis and thus the longrun effectiveness of monetary fiscal policies in fighting unemployment. Other implications include estimations of the time lags for workers to react to labor market information and of possible differences among various demographic groups such as teenagers and adults in search behavior.

2D. THE WORKERS' LOT

2D 1. CROSS-SECTIONAL STUDIES

2-221 NATIONAL LONGITUDINAL SURVEYS OF LABOR FORCE BEHAVIOR

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO
AND
BUREAU OF THE CENSUS
WASHINGTON, D.C.

Herbert S. Parnes, Center For Human Resource Research, The Ohio State University; and Demographic Surveys Division, Bureau of the Census

Contracts 81-34-28, 81-37-68-21, 81-37-69-15, 81-37-70-18, 82-39-72-21—Ohio State University; and 81-08-38 and 20-11-73-06—Bureau of the Census
Project still in progress

Descriptors: LABOR MARKET; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNEMPLOYMENT; AGE DIFFERENCES; EDUCATION; TRAINING; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOLOGICAL FACTORS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE; MONOGRAPHS

The National Longitudinal Surveys study is probing the relationship of factors influencing the labor force behavior and work experience of four groups: Men, aged 45 to 59; women, 30 to 44; and men and women, 14 to 24 at the beginning of the study. It focuses on the interaction among economic, sociological, and psychological variables that permit some members of a given age-education-occupation group to have satisfactory work experiences while others do not.

The study entails consecutive surveys (most by personal interview) of each group. The interviews have generally been at 1-year intervals in the first 5 years of the surveys. The initial surveys were conducted in 1966 for both groups of men, in 1967 for the women aged 30 to 44, and in 1968 for the women aged 14 to 24. Following the 5th-year personal interviews, a series of two biennial telephone followup interviews was initiated for each of the cohorts. A 10th-year personal interview was conducted for the two male cohorts in 1976, for the older women in 1977, and for the younger women in 1978. Plans are to continue the surveys with two biennial telephone interviews and a 5th-year personal interview.

The Bureau of the Census draws the samples and collects and tabulates the data. Ohio State prepares the data-collection schedules, plans the tabulations, analyzes the results, and prepares reports analyzing the data. Reports on many of the annual surveys are reproduced as R&D (research and development) monographs. Tapes containing survey data are available for purchase from The Ohio State University.

HYPOTHETICAL QUESTIONS AS MEASURES OF LABOR MOBILITY

Herbert S. Parnes and Ruth S. Spitz
1969

Report Descriptors: ATTITUDES; TESTING; WORK ATTITUDES; LABOR MOBILITY; NATIONAL LONGITUDINAL SURVEYS
Available in *Proceedings, Social Statistics Section of the American Statistical Association*, 1969, pp. 182-191.

A CONCEPTUAL FRAMEWORK FOR STUDYING LABOR MOBILITY

Herbert S. Parnes and Ruth S. Spitz
November 1969

Report Descriptors: METHODOLOGY; LABOR MOBILITY; NATIONAL LONGITUDINAL SURVEYS
Available in *Monthly Labor Review*, November, 1969, pp. 55-58.

A LONGITUDINAL STUDY OF LABOR MARKET BEHAVIOR—ADVANTAGES AND SOME METHODOLOGICAL PROBLEMS IN ANALYSIS

Gilbert Nestel
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY
Also available in *Proceedings of the Social Statistics Section of the American Statistical Association*, 1970.

RESPONSE BIAS IN REPORTS OF FATHER'S EDUCATION

Michael E. Borus and Gilbert Nestel
1971

Report Descriptors: FATHERS; EDUCATION; MEN; YOUNG MEN
Also available in *Proceedings of the Social Statistics Section of the American Statistical Association*, 1971.

DIFFERENCES IN PAY, PROMOTION, JOB TITLE,

CONSTRUCT VALIDATION OF INTERNAL-EXTERNAL LOCUS OF CONTROL AS MEASURED BY AN ABBREVIATED 11-ITEM I-E SCALE

Gopal K. Valecha
1972

Report Descriptors: TESTING; ATTITUDES; ROLE MODELS
Ph.D. Dissertation, The Ohio State University

LONGITUDINAL SURVEYS: PROSPECTS AND PROBLEMS

Herbert S. Parnes
February 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY
Available in *Monthly Labor Review*, February, 1972, pp. 11-15.

INCOME INSTABILITY AMONG YOUNG AND MIDDLE-AGED MEN

Andrew I. Kohen, Herbert S. Parnes, and John R. Shea
May 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; INCOME DIFFERENTIALS; OLDER WORKERS; YOUNG MEN; MIDDLE-AGED WORKERS

NTIS PB222571/AS
Chapter in *The Personal Distribution of Income and Wealth* New York: National Bureau of Economic Research, 1974

INTERREGIONAL MIGRATION, EDUCATION AND POVERTY IN THE URBAN GHETTO: ANOTHER LOOK AT BLACK-WHITE EARNINGS DIFFERENTIALS

Arvil Van Adams and Gilbert Nestel
September 1973

Report Descriptors: BLACK/WHITE; MEN; INCOME DIFFERENTIALS; RETURNS ON EDUCATIONAL INVESTMENT; GEOGRAPHIC MOBILITY; WORK ATTITUDES; INNER-CITY RESIDENTS; PAMPHLET
Available free from The Center for Human Resource Research

RESPONSE BIAS IN REPORTS OF FATHER'S EDUCATION AND SOCIOECONOMIC STATUS

Michael E. Borus and Gilbert Nestel

Report Descriptors: FATHERS; STATUS; MEN; YOUNG MEN
In *Journal of the American Statistical Association*

BARRIERS TO ENTRY AND RE-ENTRY TO THE LABOR MARKET

Carol L. Jusenius and Steven H. Sandell
June 1974

Report Descriptors: OCCUPATIONAL STATUS; BLACK/WHITE; TRANSITION TO WORK; TRANSITION FROM SCHOOL TO WORK; YOUNG WOMEN; WOMEN
Paper presented at Conference on Research Needed to Improve the Employment and Employability of Women, Women's Bureau, U.S. Department of Labor, Washington, D.C., June 7, 1974.

WOMEN AND THE ECONOMY: A BIBLIOGRAPHY AND A REVIEW OF THE LITERATURE ON SEX DISCRIMINATION IN THE LABOR MARKET

Andrew I. Kohen with Susan C. Breinich, and Patricia M. Shields
March 1975

Report Descriptors: SEX DISCRIMINATION; MALE/FEMALE; WOMEN

NTIS PB241193/AS

THE NATIONAL LONGITUDINAL SURVEYS HANDBOOK (REVISED: NOVEMBER 1977)

Herbert S. Parnes and others
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; DATA SOURCES AND USE; HANDBOOKS; LITERATURE REVIEW
The handbook is available free from The National Longitudinal Survey Users' Office, Center for Human Resource Research, 1375 Perry St., Suite 585, Columbus, Ohio 43201.

2-221A THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; UNIONIZATION; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH

This portion of the National Longitudinal Surveys examines influences on the work behavior and experience of a national sample of men aged 45 to 59 when the study began. It analyzes changes in their labor force behavior and employment status.

Personal interviews were conducted in 1966, 1967, 1969, and 1971; an abbreviated mail survey in 1968; and telephone interviews in 1973 and 1975. A 10th-year personal interview survey and a followup telephone interview were conducted in 1976 and 1978, respectively. Plans are to continue the surveys beyond 1978, with another telephone interview in 1980, and a 15th-year personal interview in 1981. Four volumes of a report on this portion of the survey have thus far been issued. The first two cover the 1966 and 1967 surveys, respectively; the third analyzes changes between 1966 and 1969; and the fourth looks at the 1966-71 period.

The third report indicates that in most occupations unionized workers did better by almost every measure—tenure, pay, pension coverage, for example—than the unorganized. Labor organization was especially vital to blacks. Among nonunion operatives (a job class including such occupations as truckdrivers, assemblers, textile weavers, and welders), white men earned 27 percent more an hour than black men. The differential was 11 percent among unionized operatives.

On the average, there was less discrimination against blacks in union than in nonunion labor markets. Further, relatively more blacks than whites had collective-bargaining coverage. More training equaled higher wages, irrespective of education or personal drive, particularly for black men. Wage differentials were smaller between blacks and whites with training.

Organized workers had longer job tenure, were more attached to their current jobs, and felt that they had more control of their lives.

Unionization also resulted in greater pension coverage. Pension plans may inhibit interfirm movement among men of this age group. The rate of voluntary job changing between 1966 and 1969 was lower for those with pension coverage than for those without. However, tenure influenced job changing the most. Regardless of pension coverage, job changers were concentrated among men with short tenure. The longer a man's tenure, the more immobile he became.

The fourth report discusses the important influence of the men's health on their labor market position. A substantial minority reported health conditions that limit the amount and kind of work they can do; men reporting health limitations had lower hourly and annual earnings and suffered more unemployment; and poor health was important in explaining the lower labor force participation of black men and early withdrawal from the labor force of black and white men. Among the other findings are: (1) Occupational training did not help most middle-aged workers improve their earnings; however, some gains were made by blacks who took earlier training and later enrolled in company training programs; (2) positive attitudes toward work and achievement did not benefit blacks as much as they did whites; and (3) whites progressed noticeably further than blacks in firms where both were employed.

THE PRE-RETIREMENT YEARS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF MEN

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Belton M. Fleisher, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; LABOR MOBILITY; JOB RETENTION; HEALTH; JOB SATISFACTION; WORK ATTITUDES; RETIREMENT; PENSIONS; MONOGRAPHS

NTIS PB180530/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 1, 1970
GPO

VOL. 2 (1967 SURVEY)

Herbert S. Parnes, Karl A. Egge, Andrew I. Kohen, and Ronald M. Schmidt

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; BLACK/WHITE; LABOR MARKET BEHAVIOR; LABOR MOBILITY; HEALTH; JOB SATISFACTION; WORK ATTITUDES; MONOGRAPHS

NTIS PB192671/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 2, 1970
GPO

VOL. 3 (1968 AND 1969 SURVEYS)

Herbert S. Parnes, Gilbert Nestel, and Paul J. Andrisani

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; PENSIONS; UNIONIZATION; JOB RETENTION; MEN; WAGE DIFFERENTIALS; RETURNS ON TRAINING; BLACK/WHITE; INTERFIRM MOBILITY; ATTITUDES; MONOGRAPHS

NTIS PB212637/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 15, VOL. 3, 1973

VOL. 4 (1966 THROUGH 1971 SURVEYS)

Herbert S. Parnes, Arvil Van Adams, Paul J. Andrisani, Andrew I. Kohen, and Gilbert Nestel
December 1974

Report Descriptors: LABOR MARKET BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; LABOR MOBILITY; OLDER WORKERS; LABOR FORCE PARTICIPATION; PENSIONS; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; INTERFIRM MOBILITY; JOB RETENTION; MEN; WAGE DIFFERENTIALS; DISCRIMINATION; RETURNS ON TRAINING; HEALTH; MOTIVATION; ATTITUDES; TRANSITION FROM WORK TO RETIREMENT; MONOGRAPHS
ETA MANPOWER R&D MONOGRAPH NO. 13, VOL. 4, 1975
GPO

THE LABOR SUPPLY OF MALES 45-59: A PRELIMINARY REPORT

Belton M. Fleisher and Richard D. Porter
July 1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR SUPPLY; INCENTIVES; OLDER WORKERS; LABOR MARKET BEHAVIOR; MEN
ETA

RETIREMENT EXPECTATIONS OF MIDDLE-AGED MEN

Herbert S. Parnes and Gilbert Nestel
1971

Report Descriptors: MIDDLE-AGED WORKERS; MEN; TRANSITION FROM WORK TO RETIREMENT; RETIREMENT; ATTITUDES; WORK ATTITUDES

NTIS PB208534/AS

BLACK-WHITE DIFFERENCES IN ANNUAL HOURS OF WORK SUPPLIED BY MALES 45-59: A PROGRESS REPORT

Karl A. Egge
1971

Report Descriptors: OLDER WORKERS; BLACK/WHITE; WORK SCHEDULES; LABOR SUPPLY; MEN

NTIS PB208428/AS

ASSET ADJUSTMENT AND LABOR SUPPLY OF OLDER WORKERS

Belton M. Fleisher, Donald O. Parsons, and Richard D. Porter
1971

Report Descriptors: LABOR SUPPLY; OLDER WORKERS; INCOME
Available from Division for Economic Research, The Ohio State University, Report 7108, 1971.

WITHDRAWAL FROM THE LABOR FORCE BY MIDDLE-AGED MEN, 1966-67

Herbert S. Parnes and Jack A. Meyer
January 1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; LABOR FORCE PARTICIPATION; HEALTH; WORK ATTITUDES; BLACK/WHITE; MEN

NTIS PB206116/AS
Gloria Shatto (ed.), *Employment of the Middle Aged: Papers from Industrial Gerontology Seminars.* Springfield, Ill.: Charles C. Thomas Co., 1972, pp. 63-86.

ASSETS, NONEMPLOYMENT INCOME, AND ALTERNATIVE MODELS OF LABOR SUPPLY

Belton M. Fleisher and Richard D. Porter
April 1971

Report Descriptors: LABOR SUPPLY; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS

NTIS PB222737/AS

THE IMPACT OF HEALTH UPON EARNINGS AND LABOR MARKET ACTIVITY OF MIDDLE-AGED MEN

Joseph M. Davis
1972

Report Descriptors: HEALTH; EARNINGS; LABOR MARKET BEHAVIOR; MIDDLE AGED WORKERS; MEN
ETA

A MULTIVARIATE ANALYSIS OF SOME CORRELATES OF JOB SATISFACTION AMONG MEN AGED 45 TO 59

Edward A. Nicholson, Jr. and Roger D. Roderick
June 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; JOB SATISFACTION; HEALTH; EDUCATION; FAMILIES; MEN

NTIS PB210925/AS
Condensed version of paper presented at National Meetings of the Academy of Management, August, 1972, Minneapolis, Minn.

HEALTH AND THE EDUCATION-EARNINGS RELATIONSHIP

Joseph M. Davis
1973

Report Descriptors: HEALTH; RETURNS ON EDUCATIONAL INVESTMENT; MEN; NATIONAL LONGITUDINAL SURVEYS
Monthly Labor Review April 1973, pp.61-63.

EARNINGS DIFFERENTIALS AMONG UNIONIZED WORKERS IN THE PUBLIC AND PRIVATE SECTORS

David Shapiro
July 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR; MEN
ETA

MIDDLE-AGE JOB-LOSERS

Herbert S. Parnes and Randall Howard King
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; EMPLOYMENT PATTERNS; OLDER WORKERS; UNEMPLOYMENT; LABOR MOBILITY; MEN

NTIS PB270851/AS

2-221B YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

Descriptors: EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; JOB SATISFACTION; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; LABOR MARKET BEHAVIOR; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; INTERFIRM MOBILITY; CAREER GOALS

This study examines the transition from school to work and the early labor market experience of young women who were 14 to 24 years old in 1968. It seeks to identify changes in educational and career aspirations, work experience, and factors influencing the changes between surveys and eventually over the entire period covered by the surveys.

This portion of the National Longitudinal Surveys included annual personal interviews from 1968 to 1973. They were continued through biennial telephone interviews and a 10th-year personal interview in 1978. Plans are to continue the surveys beyond 1978, with two telephone interviews and a 15th-year personal interview.

The findings thus far show that, as the young women increased their education and experience, they were more realistic about the likelihood of their employment at age 35; but they maintained unrealistically high occupational goals. Most realistic were college graduates, especially blacks, who aspired to professional and managerial jobs; least realistic were the

considerable number with less than a high school education who had similar aspirations. The substantial number of women who had changed employers enjoyed greater increases in wage rates and job satisfaction than nonchangers. Apparently early job shifts led to better adjustments to the labor market, which produced greater stability on a job.

More specifically, analysis of the educational, labor market, and family experiences of young women from 1968 to 1973 found that: (1) There were dramatic changes in women's attitudes toward working outside the home and in their actual work force participation. (For example, the number of women who would work even if their husbands disapproved more than doubled, rising from 12 to 27 percent.) (2) Although more women are entering the labor force, they continue to occupy the low-paying, traditionally female positions. (3) Many women continued to work during most of their pregnancy and returned to work shortly after their children were born. (4) There was substantial marital disruption in the sample. In the 5-year period, 1 out of 8 white women and 1 out of 3 black women went through divorce or marital separation. Marriage breakups resulted in a sizable drop in women's income level. (5) When asked what they expected to be doing at age 35, most young women mentioned home and family first. Thus it is important to encourage young women to obtain the job skills needed for a longer working career than they expect.

YEARS FOR DECISION: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF YOUNG WOMEN

VOL. 1 (1968 SURVEY)

John R. Shea, Roger D. Roderick, Frederick A. Zeller, and Andrew I. Kohen
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; SOCIOLOGICAL FACTORS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; STUDENTS; EMPLOYMENT PATTERNS; JOB RETENTION; WORK ATTITUDES; CHILD DAY CARE; EDUCATIONAL ASPIRATIONS; MONOGRAPHS

NTIS PB201289/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 1, 1971

VOL. 2 (1969 SURVEY)

Roger D. Roderick, with the assistance of Joseph M. Davis
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; GEOGRAPHIC MOBILITY; JOB SATISFACTION; VOCATIONAL GUIDANCE; EDUCATION; CURRICULUMS; YOUNG WOMEN; MONOGRAPHS

NTIS PB220735/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 2, 1974

VOL. 3 (1970 SURVEY)

Roger D. Roderick and Andrew I. Kohen
1973

Report Descriptors: EDUCATION; TRAINING; BLACK/WHITE; YOUNG WOMEN; LABOR FORCE PARTICIPATION; INTERFIRM MOBILITY; TURNOVER; TRANSITION FROM SCHOOL TO WORK; UNEMPLOYMENT; JOB SATISFACTION; NATIONAL LONGITUDINAL SURVEYS; MONOGRAPHS

NTIS PB232331/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 24, VOL. 3,

VOL. 4 (1968-1973)

Frank L. Mott, Steven H. Sandell, David Shapiro, Patricia K. Brito, Timothy J. Carr, Rex C. Johnson, Carol L. Jusenius, Peter J. Koenig, and Sylvia F. Moore
November 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; EDUCATION; OCCUPATIONAL CHOICE; MARITAL STABILITY; MONOGRAPHS

ETA

ATYPICALITY OF OCCUPATIONAL ASSIGNMENT AMONG YOUNG WOMEN; NATIONAL LONGITUDINAL SURVEYS

Roger D. Roderick and Joseph M. Davis
1972

Report Descriptors: YOUNG WOMEN; OCCUPATIONAL ASSIGNMENT
Paper Presented at Annual Meetings of The Population Association of America, April 1972, at Toronto, Ontario, Canada. Abstracted in *Population Index*, July 1972.

CAUSES OF DIFFERENTIALS IN EARLY LABOR MARKET SUCCESS AMONG YOUNG WOMEN

Andrew I. Kohen and Roger D. Roderick
1972

Report Descriptors: YOUNG WOMEN; WAGE DIFFERENTIALS; CAREER PATTERNS; NATIONAL LONGITUDINAL SURVEYS
Available In *Proceedings of the Social Statistics Section, American Statistical Association*, 1972.

CORRELATES OF ATYPICAL OCCUPATIONAL ASSIGNMENT

Roger D. Roderick and Joseph M. Davis
July 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES; WOMEN'S OCCUPATIONS; BLACK/WHITE; OCCUPATIONAL CHOICE; YOUNG WOMEN; ROLE MODELS

NTIS PB211489/AS

TYPING, SHORTHAND, AND OCCUPATIONAL ASSIGNMENTS OF WOMEN: SOME BLACK-WHITE DIFFERENTIALS

Roger D. Roderick and John R. Shea
September 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG WOMEN; OCCUPATIONAL TRAINING; LABOR MARKET BEHAVIOR; OCCUPATIONAL STATUS; CLERICAL OCCUPATIONS

NTIS PB213971/AS

JOB EXPECTATIONS AND UNEMPLOYMENT AMONG YOUNG WOMEN WITH WORK EXPERIENCE

Diane Rochelle Chappelle Faulk
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; LABOR MARKET BEHAVIOR; WORK ATTITUDES; CAREER ASPIRATIONS; EARNINGS; EDUCATION; UNEMPLOYMENT

NTIS PB222738/AS
Also available from Columbus: The Ohio State University Center for Human Resource Research

CORRELATES OF JOB ATTITUDES AMONG YOUNG WOMEN

Edward A. Nicholson, Jr. and Roger D. Roderick
December 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR MARKET BEHAVIOR; JOB SATISFACTION; BLACK/WHITE; WORK ATTITUDES; MONOGRAPHS
Nebraska Journal of Economics and Business, Vol. 12, Autumn, 1973 pp. 77-89.

CAREER PATTERNS OF A NATIONAL SAMPLE OF WOMEN

Louise Vetter and David W. Stockburger
1974

Report Descriptors: YOUNG WOMEN; WOMEN; CAREER PATTERNS; NATIONAL LONGITUDINAL SURVEYS
Available from The Center for Vocational and Technical Education, The Ohio State University, 1974.

PROSPECTIVE FERTILITY AMONG WOMEN IN THE UNITED STATES: THE DETERMINANTS OF FERTILITY EXPECTATIONS AND IDEALS

Richard L. Shortlidge, Jr. and Andrew I. Kohen
June 1975

Report Descriptors: YOUNG WOMEN; ASPIRATIONS; ATTITUDES; EMPLOYMENT; CHILDREN; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

NTIS PB242791/AS

THE DETERMINANTS AND CONSEQUENCES OF OCCUPATIONAL INFORMATION FOR YOUNG WOMEN

Frank L. Mott and Sylvia F. Moore
April 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; BLACK/WHITE; OCCUPATIONAL INFORMATION; TESTING

NTIS PB270890/AS

HOW WOMEN ARRANGE FOR THE CARE OF THEIR CHILDREN WHILE THEY WORK: A STUDY OF CHILD CARE ARRANGEMENTS, COSTS, AND PREFERENCES IN 1971.

Richard L. Shortlidge, Jr. and Patricia K. Brito
January 1977

Report Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS
ETA

WORK EXPECTATIONS, HUMAN CAPITAL ACCUMULATION, AND THE WAGES OF YOUNG WOMEN

Steven H. Sandell, David Shapiro, and Research Associates
April 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG WOMEN; LABOR FORCE BEHAVIOR; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; HUMAN CAPITAL

NTIS PB283746/AS

WORK AND FAMILY IN THE SCHOOL LEAVING YEARS: A COMPARISON OF FEMALE HIGH SCHOOL GRADUATES AND DROPOUTS

Frank L. Mott and Lois B. Shaw
May 1978

Report Descriptors: YOUNG WOMEN; BLACK/WHITE; EARNINGS; EDUCATION; UNEMPLOYMENT; CHILDREN; NATIONAL LONGITUDINAL SURVEYS
ETA

RACIAL DIFFERENCES IN FEMALE LABOR FORCE PARTICIPATION: TRENDS AND IMPLICATIONS FOR THE FUTURE

Frank L. Mott
May 1978

Report Descriptors: EMPLOYMENT; WOMEN; BLACKS; EARNINGS; NATIONAL LONGITUDINAL SURVEYS; ATTITUDES

NTIS PB283670/AS

COUNTING YOUTH: A COMPARISON OF YOUTH LABOR FORCE STATISTICS IN THE CURRENT POPULATION SURVEY AND THE NATIONAL LONGITUDINAL SURVEYS

Michael E. Borus, Frank L. Mott, and Gilbert Nestel
July 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; METHODOLOGY; YOUNG MEN; YOUNG WOMEN; EMPLOYMENT; UNEMPLOYMENT
ETA

THE CAUSES OF MARITAL DISRUPTION AMONG AMERICAN WOMEN: AN INTERDISCIPLINARY PERSPECTIVE

Frank L. Mott and Sylvia F. Moore
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; UNIONS; EARNINGS; PUBLIC SECTOR; YOUNG WOMEN
ETA

2-221C CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; INTERFIRM MOBILITY; WORK ATTITUDES

This portion of the National Longitudinal Surveys examines the transition from school to work and the early labor market experience of a national sample of young men who were 14 to 24 years of age in 1966. It identifies changes over time in their educational and career aspirations, employment and unemployment experience, and other factors affecting work experience, including attitudes, socioeconomic background, and education.

There were personal interviews every year from 1966 to 1971, telephone surveys in 1973 and 1975, and a 10th-year interview in 1976. Plans are for telephone interviews in 1978 and 1980 and a 15th-year personal interview in 1981.

A comparison of the labor market experiences of out-of-school high school graduates and nongraduates shows that the graduates fared better, despite their shorter labor market exposure. They showed a stronger commitment to work and sense of personal effectiveness. The data on unemployment and on hourly earnings indicate that young black men were hurt more than the young white men by dropping out of school.

Young men initially in jobs with lower pay and satisfaction generally changed jobs more often and improved their position. A greater proportion of blacks than whites changed jobs. Both black and white job changers experienced more unemployment than did nonchangers. This held down the increase in annual earnings for whites, but not for blacks.

Controlling for age, education, and occupation did not alter the intercolor difference in occupational movement, which widened the socioeconomic disparity between blacks and whites.

The 1969-70 surveys showed that collective-bargaining coverage had a substantial net impact on the hourly earnings of both white and black young men in blue-collar jobs. Furthermore, unionized blacks experienced much less unemployment than did their nonunionized counterparts.

The report on the survey for 1971, when the respondents were ages 19-29, confirmed that many had made important decisions about the world of work they would enter or had already entered. Individual sections of the report focus on: (1) Processes of goal formation and revision, where the net effects of social class on aspiration levels were found to be insignificant for blacks and, for whites, far less than might have been anticipated; (2) accumulation of human capital, which was found to play important and independent roles in the achievement of labor market success of young men; (3) the consequences of occupational mobility. Findings show that the absolute size of the gain was considerably smaller for blacks than whites; (4) dimensions of youth unemployment; and (5) the determinants and consequences of military service during the Vietnam Era. Regarding the last, the results show that the socioeconomic background of veterans, after controlling for education and ability, exhibited no independent direct effect upon the likelihood of service. In addition, after taking into account various background factors, it was found that youth who had completed only their high school education served in the military in disproportionate numbers.

CAREER THRESHOLDS: A LONGITUDINAL STUDY OF THE EDUCATIONAL AND LABOR MARKET EXPERIENCE OF MALE YOUTH

VOL. 1 (1966 SURVEY)

Herbert S. Parnes, Robert C. Miljus, and Ruth S. Spitz
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; BLACK/WHITE; CAREER PATTERNS; EDUCATION; TRAINING; SOCIOLOGICAL FACTORS; VOCATIONAL EDUCATION; JOB SEARCH; VOCATIONAL GUIDANCE; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; CAREER GOALS; YOUNG MEN; EDUCATIONAL ASPIRATIONS; MONOGRAPHS

NTIS PB183339/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 1, 1970

VOL. 2 (1967 SURVEY)

Frederick A. Zeller, John R. Shea, Andrew I. Kohen, and Jack A. Meyer
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MARKET BEHAVIOR; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; EDUCATION; TRAINING; JOB SATISFACTION; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; DROPOUTS; YOUNG MEN; MONOGRAPHS

NTIS PB201288/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 2, 1971

VOL. 3 (1968 SURVEY)

Andrew I. Kohen and Herbert S. Parnes
1971

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; LABOR MARKET BEHAVIOR; EDUCATIONAL ASPIRATIONS; EDUCATION; TRAINING; LABOR FORCE PARTICIPATION; LABOR MOBILITY; JOB SATISFACTION; BLACK/WHITE; CAREER GOALS; YOUNG MEN; MONOGRAPHS

NTIS PB201287/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 3, 1971

VOL. 4 (1969 SURVEY)

Andrew I. Kohen, with the assistance of Paul J. Andrisani
January 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MOBILITY; TURNOVER; OCCUPATIONAL MOBILITY; WAGE STRUCTURE; CAREER CHOICE; EDUCATIONAL ASPIRATIONS; WORK ATTITUDES; NATIONAL LONGITUDINAL SURVEYS; TRANSITION TO WORK; MONOGRAPHS

NTIS PB220734/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 16, VOL. 4, 1974

VOL. 5 (1969 AND 1970 SURVEYS)

Paul J. Andrisani and Andrew I. Kohen
April 1975

Report Descriptors: BLACK/WHITE; EARNINGS; UNEMPLOYMENT; BLUE-COLLAR WORKERS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS; UNION IMPACT; MONOGRAPHS

NTIS PB243396/AS
ETA MANPOWER RESEARCH MONOGRAPH, NO. 16, VOL. 5, 1975

VOL. 6 (1966-71)

Andrew I. Kohen, John T. Grasso, Steven C. Myers, and Patricia M. Shields
March 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MARKET BEHAVIOR; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; VETERANS; MONOGRAPHS

NTIS PB266221/AS

SOME CORRELATES OF THE LABOR MARKET STATUS OF MALE YOUTH

Robert C. Miljus, Herbert S. Parnes, Ronald M. Schmidt, and Ruth S. Spitz
1968

Report Descriptors: YOUNG MEN; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS
Available in *The Transition from School to Work*, Princeton University Industrial Relations Section, Princeton, N.J., 1968, pp. 47-75.

CHANGES IN THE FEDERAL MINIMUM WAGE AND THE EMPLOYMENT OF YOUNG MEN, 1966-67

Karl A. Egge, Andrew I. Kohen, John R. Shea, and Frederick A. Zeller
1970

Report Descriptors: YOUNG MEN; EMPLOYMENT PATTERNS; MINIMUM WAGE LAWS; LABOR DEMAND; NATIONAL LONGITUDINAL SURVEYS
In *Youth Unemployment and Minimum Wages*, U.S. Department of Labor, Bureau of Labor Statistics Bulletin 1657, 1970.

DETERMINANTS OF EDUCATIONAL ATTAINMENT AND RETENTION IN SCHOOL

John R. Shea and Roger A. Wilkens
1972

Report Descriptors: EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; BLACK/WHITE; LABOR MARKET BEHAVIOR; DROPOUTS; SOCIODEMOGRAPHIC CHARACTERISTICS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS

NTIS PB209625/AS

THE EFFECTS OF HIGH SCHOOL CURRICULUM ON AGE-EARNINGS PROFILES

John T. Grasso and John R. Shea
1972

Report Descriptors: CURRICULA; HIGH SCHOOLS; EARNINGS; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS
Proceedings of the Social Statistics Section, American Statistical Association, 1972.

AN EMPIRICIAL ANALYSIS OF THE DUAL LABOR MARKET THEORY

Paul J. Andrisani
1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DUAL LABOR MARKET; DISCRIMINATION; BLACK/WHITE; HUMAN CAPITAL; YOUNG MEN; LABOR MARKET BEHAVIOR

NTIS PB225528/AS
The Ohio State University Center for Human Resource Research, Columbus, 1973.

DETERMINANTS OF LABOR MARKET SUCCESS AMONG YOUNG MEN: RACE, ABILITY, QUANTITY, AND QUALITY OF SCHOOLING

Andrew I. Kohen
January 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; BLACK/WHITE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; LABOR MARKET BEHAVIOR; RETURNS ON EDUCATIONAL INVESTMENT; MENTAL ABILITY; DISSERTATION

NTIS PB208638/AS

OCCUPATION INFORMATION AND LABOR MARKET STATUS: THE CASE OF YOUNG MEN

Herbert S. Parnes and Andrew I. Kohen
September 1973

Report Descriptors: BLACK/WHITE; YOUNG MEN; COUNSELING AND GUIDANCE; LABOR MARKET BEHAVIOR; INCOME DIFFERENTIALS; TRANSITION FROM SCHOOL TO WORK; OCCUPATIONAL INFORMATION; NATIONAL LONGITUDINAL SURVEYS
ETA

KNOWLEDGE OF THE WORLD OF WORK: A TEST OF OCCUPATIONAL INFORMATION FOR YOUNG MEN

Andrew I. Kohen and Susan C. Breinich
1974

Report Descriptors: OCCUPATIONAL INFORMATION; YOUNG MEN; TESTING; NATIONAL LONGITUDINAL SURVEYS
Available from The Ohio State University Center for Human Resource Research.

THE EFFECTS OF RACE AND SEX DISCRIMINATION ON EARLY CAREER EARNINGS

Andrew I. Kohen and Roger D. Roderick
June 1975

Report Descriptors: YOUNG MEN; YOUNG WOMEN; BLACK/WHITE; SEX DISCRIMINATION; DISCRIMINATION; NATIONAL LONGITUDINAL SURVEYS

NTIS PB242772/AS

THE CONTRIBUTIONS OF VOCATIONAL EDUCATIONAL TRAINING AND WORK EXPERIENCE TO THE EARLY CAREER ACHIEVEMENTS OF YOUNG MEN

John T. Grasso
July 1975

Report Descriptors: YOUNG MEN; VOCATIONAL EDUCATION; HIGH SCHOOLS; RETURNS ON EDUCATIONAL INVESTMENT; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS

NTIS PB283384/AS

THE DEMAND FOR COLLEGE: THE EFFECT OF LOCAL COLLEGES ON ATTENDANCE

Steven H. Sandell
June 1976

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; EDUCATIONAL ASPIRATIONS; UNIVERSITIES AND COLLEGES; NATIONAL LONGITUDINAL SURVEYS
ETA

THE DETERMINANTS OF SERVICE IN THE ARMED FORCES DURING THE VIETNAM ERA

Patricia M. Shields
December 1977

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; STATUS; ARMED FORCES; HEALTH; BLACK/WHITE
ETA

THE LABOR MARKET CONSEQUENCES OF DROPPING OUT OF HIGH SCHOOL

Randall Howard King
September 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DROPOUTS; YOUNG MEN; YOUNG WOMEN; RETURNS ON EDUCATIONAL INVESTMENT; EMPLOYMENT
ETA

2-221D DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

Descriptors: WOMEN; LABOR FORCE PARTICIPATION; LABOR MOBILITY; CHILD DAY CARE; MATURE WORKERS; JOB SATISFACTION; WORK ATTITUDES; LABOR MARKET BEHAVIOR; FAMILIES; TURNOVER; HEALTH; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; JOB SEARCH

This portion of the National Longitudinal Surveys examines: (1) Determinants of the labor force participation and experience of a national sample of mature women, many of whom were returning to the labor market after a period of absence spent fulfilling family responsibilities; (2) changes in work plans, the relationship between age of children and working, education, and job search problems; and (3) the possible effects of child-care facilities on labor force participation.

Personal interviews were conducted in 1967, when the women were 30 to 44 years of age, and in 1969, 1971, and 1972. A brief questionnaire was mailed in 1968. Telephone interviews were conducted in 1974 and 1976, and a 10th-year personal interview was held in 1977. Plans call for telephone interviews in 1979 and 1982 and a 15th-year personal interview in 1982.

The first and second reports examined primarily changes in the women's labor force and employment status between 1967 and 1969 and how they were related to changes in personal and family characteristics.

Labor force participation noticeably increased among married women who: (1) Had children under 6 years of age in 1967 but not in 1969; (2) had more children in college in 1969 than in 1967; (3) reported in 1967 that they "expected to be working" 5 years hence, rather than "staying home," "going to school," etc. (asked of women not in the labor force in 1967); (4) received training or a degree, diploma, or certificate after the initial survey, which the authors saw as a manifestation of an already strong work commitment; and (5) had white-collar husbands (and were white with children under age 6 in 1967, but not in 1969), suggesting that more easily available child-care facilities would produce the greatest labor force increase among the relatively well-to-do.

Few of the married women not in the labor force (less than 1 percent of the whites and only 3 percent of the blacks) reported that their reason for not looking for work was inability to find work. Family responsibilities were mentioned most often.

Interfirm mobility was high among women who, in 1967, were in low-paying or short tenure jobs or disliked their jobs. Job changers were more likely to have had pay increases than were nonchangers.

The third report examined the demand for child-care facilities and movement into and out of traditionally female occupations. Black and white women in atypical occupations in 1971 had higher average hourly rates of pay than those in typically female jobs. While white women moved out of traditionally female occupations over the 1967-71 period, black women tended to enter these occupations.

A significant number of women would like to utilize organized day care. For every mother of a preschool child who was using a day-care center or home, there were three who would have liked to use one. The lack of adequate child care prevented 5 percent of the white and 26 percent of the black mothers of children under 6 from looking for work. The study suggested, however, that the demand for day care resulted more from the unavailability of family members to care for children than from a preference for organized day-care arrangements.

The fourth report analyzed several aspects of the women's labor market experience and behavior during 1967-72. For this cohort, the 5 years produced a general improvement in labor market position. There was considerable stability in labor force status not only during this period, but also over the entire working lives of the women. However, only a minority established "careers" in the sense of having worked in the same or related occupations for as much as three-fourths of their time since leaving school. This proportion was as high as one-half among the never married (without children), about one-third among the ever married without children, but only 7 percent among the ever married with children. Nevertheless, married women who were employed made substantial contributions to family income—one-fourth on the average for white women and one-third for blacks.

The findings showed that, irrespective of marital status, the women's labor market success was related to their previous investments in human capital—number of years of schooling, training outside the formal educational system, and extent of work experience. Work experience, however, was not uniformly important, having little influence on low-skilled jobs.

Women's "tastes" and attitudes were strongly related to their labor market behavior. Specifically, if a woman had "liberated" views on the propriety of labor market participation by the

mothers of young children, she was more likely to have pursued a career. If employed, she was more likely to have persons other than family members care for her children.

Black women fared less well than white women, in most respects, even when factors affecting their relative productivities (e.g., education) were controlled.

Beyond combating whatever sex discrimination may exist and enhancing labor market options by continuing to increase child-care services, labor market policies relating to women should be no different from those for men.

DUAL CAREERS: A LONGITUDINAL STUDY OF THE LABOR MARKET EXPERIENCE OF WOMEN

VOL. 1 (1967 SURVEY)

John R. Shea, Ruth S. Spitz, and Frederick A. Zeller
1970

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; SOCIOLOGICAL FACTORS; BLACK/WHITE; LABOR FORCE PARTICIPATION; LABOR MARKET BEHAVIOR; HEALTH; EDUCATION; TRAINING; CHILD DAY CARE; COMMUTING; WORK SCHEDULES; OCCUPATIONAL MOBILITY; GEOGRAPHIC MOBILITY; EARNINGS; WORK ATTITUDES; JOB SATISFACTION; JOB RETENTION; MONOGRAPHS

NTIS PB193239/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 1, 1970

VOL. 2 (1969 SURVEY)

John R. Shea, Sookon Kim, and Roger D. Roderick

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; ROLE MODELS; ATTITUDES; WORK ROLES; LABOR MOBILITY; LABOR FORCE PARTICIPATION; WOMEN; MONOGRAPHS

NTIS PB214569/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 2, 1973

VOL. 3 (1967, 1969, AND 1971 SURVEYS)

Carol L. Jusenius and Richard L. Shortlidge, Jr.
February 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY; JOB SATISFACTION; EARNINGS; FAMILIES; LABOR MOBILITY; MOTHERS; CHILD DAY CARE; OCCUPATIONAL CHOICE; MONOGRAPHS

NTIS PB241192/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 3

VOL. 4 (1967, 1969, 1971, AND 1972 SURVEYS)

Herbert S. Parnes, Carol L. Jusenius, Francine D. Blau, Gilbert Nestel, Richard L. Shortlidge, Jr., and Steven H. Sandell
December 1975

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; BLACK/WHITE; OCCUPATIONAL MOBILITY; LABOR FORCE PARTICIPATION; CHILD DAY CARE; MONOGRAPHS

NTIS PB250512/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 21, VOL. 4, 1975

DETERMINANTS OF LABOR FORCE PARTICIPATION OF MARRIED WOMEN 30 TO 44 YEARS OF AGE

Sookon Kim
1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION

NTIS PB206502/AS

THE INFLUENCE OF FERTILITY STRATEGIES ON THE LABOR FORCE STATUS OF AMERICAN WIVES

Harry Michael Rosenberg
1972

Report Descriptors: FERTILITY; LABOR FORCE PARTICIPATION; WOMEN; NATIONAL LONGITUDINAL SURVEYS

NTIS PB213743/AS

CROSS-SUBSTITUTION BETWEEN HUSBAND AND WIFE AS ONE OF THE FACTORS DETERMINING THE NUMBER OF HOURS OF LABOR SUPPLIED BY MARRIED WOMEN

Sookon Kim
June 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY; WOMEN; BLACK/WHITE; LABOR ECONOMICS; LABOR MARKET BEHAVIOR; WORK INCENTIVES; MODELS; FAMILIES

NTIS PB211648/AS

LABOR SUPPLY OF WOMEN POTENTIALLY ELIGIBLE FOR FAMILY ASSISTANCE

Jack A. Meyer
November 1972

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR SUPPLY; LOW INCOME; WOMEN; WORK INCENTIVES; HUMAN CAPITAL; BLACK/WHITE; FAMILY ASSISTANCE PLAN

NTIS PB213737/AS

WELFARE MOTHERS: BARRIERS TO LABOR FORCE ENTRY

John R. Shea
September 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; MOTHERS; WELFARE PATTERNS; WORK INCENTIVES; BLACK/WHITE; LABOR FORCE PARTICIPATION

NTIS PB212147/AS
Journal of Human Resources, Vol. 8, Supplement, 1973

THE THEORY OF HUMAN CAPITAL AND THE EARNINGS OF WOMEN: A RE-EXAMINATION OF THE EVIDENCE

Steven H. Sandell and David Shapiro
September 1975

Report Descriptors: WOMEN; JOB RETENTION; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; EARNINGS; NATIONAL LONGITUDINAL SURVEYS
ETA

THE MATURE WOMEN'S COHORT: A SOCIOECONOMIC OVERVIEW

Frank L. Mott
April 1978

Report Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; EARNINGS; EMPLOYMENT; BLACKS; ATTITUDES

NTIS PB283730/AS

IS THE UNEMPLOYMENT RATE OF WOMEN TOO LOW? A DIRECT TEST OF THE ECONOMIC THEORY OF JOB SEARCH

Steven H. Sandell
May 1978

Report Descriptors: UNEMPLOYMENT; WOMEN; NATIONAL LONGITUDINAL SURVEYS; WAGES; LABOR MARKET BEHAVIOR; JOB SEARCH

NTIS PB283645/AS

ECONOMIC CONSEQUENCES OF MARITAL DISRUPTION FOR WOMEN IN THEIR MIDDLE YEARS

Lois B. Shaw
June 1978

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; ECONOMIC STATUS; BLACK/WHITE; EMPLOYMENT; EARNINGS; MARITAL STABILITY
ETA

2-221E NATIONAL LONGITUDINAL SURVEYS CLEARINGHOUSE

Descriptors: DATA SOURCES AND USE; INFORMATION SYSTEMS; NATIONAL LONGITUDINAL SURVEYS

This project makes the National Longitudinal Surveys (NLS) data base available to employment and training and social science researchers throughout the country. The Ohio State University Center for Human Resource Research has prepared computer tapes containing the NLS data base. It serves as a national clearinghouse for information relating to the data files, as well as to ongoing and completed research utilizing the data.

All known users of the NLS data files have been requested to tell the Center about any problems they uncover in the data files, so that other users can be informed and corrective action taken. Through a quarterly questionnaire, the Center requests tape users to provide brief descriptions of research in progress, to list the titles of completed research reports, and to send a file copy of each report to the Center. A quarterly NLS newsletter issued by the Center publicizes all such information to keep all members of the NLS research community apprised of work going on elsewhere.

OCCUPATION, EMPLOYMENT, AND LIFETIME WORK EXPERIENCE OF WOMEN

Larry E. Suter
August 1973

Report Descriptors: WOMEN'S OCCUPATIONS; LABOR MARKET BEHAVIOR; EARNINGS; PROFESSIONALS; EDUCATION; NATIONAL LONGITUDINAL SURVEYS
ETA

AN APPLICATION OF HOLLAND'S VOCATIONAL THEORY TO AN EMPIRICAL STUDY OF OCCUPATIONAL MOBILITY OF MEN AGE 45-59

1971
Unpublished doctoral dissertation, The Ohio State University, 1971.

LABOR FORCE PARTICIPATION RATES OF BLACK WIVES

Barbara Jones
1972

Report Descriptors: LABOR FORCE PARTICIPATIO; BLACKS; WOMEN
ETA

DIFFERENCES IN PAY, PROMOTION, JOB TITLE, AND OTHER RELATED FACTORS BETWEEN EMPLOYED MALE AND FEMALE COLLEGE GRADUATES AS INDICATORS OF SEX DISCRIMINATION

Florence C.V. Odita
1972

Report Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS; COLLEGE GRADUATES; INDUSTRY PRACTICES
ETA

APPLYING AN OCCUPATIONAL CLASSIFICATION TO A REPRESENTATIVE SAMPLE OF WORK HISTORIES OF YOUNG MEN AND WOMEN

D. H. Nafziger, J.L. Holland, S.T. Helms and J. M. McPartland
1972

Report Descriptors: YOUNG MEN; YOUNG WOMEN; OCCUPATIONAL CLASSIFICATION; LABOR MARKET BEHAVIOR; JOB RETENTION
Available from Center for Social Organization of Schools, The Johns Hopkins University, Baltimore, Md., Report No. 132, 1972.

A COMPARISON OF MALE AND FEMALE POST-SCHOOL INVESTMENT BEHAVIOR IN EARNINGS USING THE 1967 LONGITUDINAL SURVEY OF WORK EXPERIENCE OF WOMEN 30-44 YEARS OF AGE

William Polachek
1973

Report Descriptors: MALE/FEMALE; WOMEN; INCOME DIFFERENTIALS; EARNINGS; INVESTMENT; RETURNS ON EDUCATIONAL INVESTMENT
Applied Economics Workshop Paper, University of Chicago, 1973.

THE RELATIVE OCCUPATIONAL SUCCESS OF BLACKS AND WHITES

Robert E. Hall and Richard A. Kasten
1973

Report Descriptors: BLACK/WHITE; OCCUPATIONAL STATUS
In a Brookings Paper on Economic Activity 1973:3.

FAMILY INVESTMENT IN HUMAN CAPITAL: EARNINGS OF WOMEN

Jacob Mincer and Simon Polachek
1973

Report Descriptors: HUMAN CAPITAL; WOMEN; EARNINGS
Presented at Population Conference II, June 4-5, 1973, Chicago, Illinois.

A MARKOV CHAIN ANALYSIS OF THE MOVEMENT OF YOUNG MEN USING THE HOLLAND OCCUPATIONAL CLASSIFICATION

D. H. Nafziger
1973

Report Descriptors: YOUNG MEN; OCCUPATIONAL CLASSIFICATION
Catalog of Selected Documents in Psychology, Winter, 3, 1973.

INCOME DIFFERENCES BETWEEN MEN AND CAREER WOMEN

Larry E. Suter and Herman P. Miller
January 1973

Report Descriptors: MALE/FEMALE; INCOME DIFFERENTIALS
American Journal of Sociology, January 1973.

LABOR FORCE BEHAVIOR: A LONGITUDINAL PERSPECTIVE

David N. Saunders
June 1973

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; DATA SOURCES AND USE; METHODOLOGY
GPO
Review of Public Data Use, Vol. 1, No. 3. June 30, 1973.

SEX DIFFERENCES IN THE PROCESS OF STATUS ATTAINMENT: A COMPARISON OF WORKING WOMEN AND MEN

Donald J. Treiman
August 1973

Report Descriptors: SEX DIFFERENCES; STATUS; ECONOMIC STATUS; OCCUPATIONAL STATUS; MALE/FEMALE; MIDDLE-AGED WORKERS; NATIONAL LONGITUDINAL SURVEYS
Paper presented at American Sociological Annual Meeting, New York, August, 1973.

LABOR FORCE EXPERIENCE, JOB TURNOVER, AND RACIAL WAGE DIFFERENTIALS

Robert J. Flanagan
April 1974

Report Descriptors: TURNOVER; LABOR FORCE BEHAVIOR; MINORITIES; WAGE DIFFERENTIALS; NATIONAL LONGITUDINAL SURVEYS
Available in Chapter 2 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S.

Department of Labor, April 1974; and in *Review of Economics and Statistics*, November 1974.

DISCRIMINATION THEORY, LABOR TURNOVER, AND RACIAL UNEMPLOYMENT DIFFERENTIALS

Robert J. Flanagan
April 1974

Report Descriptors: RACIAL DISCRIMINATION; TURNOVER; UNEMPLOYMENT
Available in Chapter 3 in *Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis*, U.S. Department of Labor, April 1974.

INTERGENERATIONAL WEALTH TRANSFERS AND THE SCHOOLING DECISIONS OF MALE YOUTH

Donald O. Parsons

Report Descriptors: YOUNG MEN; EDUCATIONAL ASPIRATIONS
Unpublished paper, The Ohio State University.

COST OF SCHOOL TIME, FOREGONE EARNINGS, AND HUMAN CAPITAL FORMATION

Donald O. Parsons

Report Descriptors: YOUNG MEN; HUMAN CAPITAL; RETURNS ON EDUCATIONAL INVESTMENT
Journal of Political Economy

FERTILITY, WORK EXPERIENCE, POTENTIAL EARNINGS AND OCCUPATION OF AMERICAN WOMEN AGES 30-44: EVIDENCE FROM SURVEY DATA

Karen Oppenheimer Mason and Barbara S. Schulz

Report Descriptors: FERTILITY; EMPLOYMENT PATTERNS; WOMEN
Available from Center for Population Research and Services, Research Triangle Park, N.C.

NONRESPONSE ON ASSETS AND INCOME IN THE SURVEY OF MATURE WOMEN

Victoria Lapham

Report Descriptors: WOMEN; INCOME; NATIONAL LONGITUDINAL SURVEYS
ETA

WOMEN IN THE LABOR FORCE: PLACE OF RESIDENCE AS IT RELATES TO LABOR FORCE PARTICIPATION, WORK TIME SUPPLIED AND INCOME RETURNS

Dean F. Schreiner and Marlys A. Knutson
1974

Report Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION; ELASTICITY OF LABOR SUPPLY; INCOME; YOUNG WOMEN
Journal article 2837, Oklahoma Agricultural Experiment Station, Stillwater, Okla.

POLICY ISSUES AND ANALYTICAL PROBLEMS IN EVALUATING VOCATIONAL EDUCATION

Ernst W. Stromsdorfer
1974

Report Descriptors: VOCATIONAL EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT
Final Report Project No. 8-0643, grant OEG-0-71-3707, U.S. Office of Education, Office of Program Planning and Evaluation

2-221F PASSWAYS INTO THE WORLD OF WORK: EXPERIENCES OF YOUTH

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EDUCATION; EMPLOYMENT PATTERNS; BLACK/WHITE; YOUNG MEN; YOUNG WOMEN; SPANISH-SPEAKING AMERICANS; DISADVANTAGED; LABOR MARKET BEHAVIOR

Two new cohorts are being added to the NLS: national samples of 6,000 young women and 6,000 young men between the ages of 14 and 21, with overrepresentation of blacks, Hispanics, and economically disadvantaged whites. They are to be interviewed for the first time in early 1979, with annual interviews planned for the following 4 years. The National Opinion Research Center is conducting the fieldwork.

The study's objectives include: (1) Exploring in greater depth than has hitherto been possible the complex of economic, social, and psychological causes of variation in the labor market experiences of youth; (2) evaluating different public programs designed to improve the labor market position of youth; and (3) analyzing the impact of a changing socioeconomic environment on the educational and labor market experiences of youth, by comparing data from the present study with those yielded by the surveys of the earlier NLS cohorts of young men (1966) and young women (1968).

2-222 A PILOT STUDY OF URBAN CAREER PATTERNS

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Jack Ferguson and David Grafstein

Grant 91-23-67-49
Project completed fiscal year 1969

Descriptors: CAREER PATTERNS; OCCUPATIONAL MOBILITY; URBAN AREAS

This pilot study explored career patterns in terms of job changes, occupational mobility, and factors leading to specific career decisions. Interviews were conducted with 214 heads of households living in a racially and ethnically diverse, primarily low-income neighborhood of Boston, where young professionals had begun to settle.

The researchers found greater occupational mobility between fathers' present jobs and sons' first jobs than between sons' first and present jobs. Although education was the primary determinant of mobility in the first comparison, it had more limited impact on the sons' own mobility. Present jobs were highly associated with mobility: a large percentage of professional and other white-collar workers were either upwardly mobile or static (already in the top occupational category), but a majority of manual workers had moved downward.

Those who made no decisions on future jobs (they were promoted, laid off, or fired) were as likely to move upward occupationally as those who were oriented toward the future in their job decisions. Persons who considered only the undesirability of the job they held in deciding on a new job were more likely than the others to move downward.

The most highly educated were found to be the most likely to return to school after beginning full-time work. Although further training had uniformly beneficial effects on upward mobility from the first to the present job, it offered the greatest benefit for those who had begun working in lower status occupations than their fathers' present positions.
1969

NTIS PB179851/AS

2-223 LABOR MOBILITY AND INCOME CHANGE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

George E. Delehanty

Grant 91-15-70-12
Project still in progress

Descriptors: LABOR MOBILITY; INCOME; GEOGRAPHIC MOBILITY; INTERFIRM MOBILITY

This study is analyzing the relationship between geographic, industrial, and employer mobility and income for workers grouped by age, race, and sex. Using data on work and earnings in a 1-percent, employer-employee subsample of Social

Security Administration records for 1959-63, the study is attempting to find out by how much, for whom, and through what processes income change is related to labor mobility.

2-224 Multi-Jobholding in Wichita, Kansas

WICHITA STATE UNIVERSITY
WICHITA, KANS.

Glenn W. Miller

Grant 91-20-72-07
Project completed fiscal year 1973

Descriptors: MOONLIGHTING; WORKER UTILIZATION; JOB SATISFACTION; WORK ATTITUDES; EMPLOYMENT PATTERNS

This study built on an earlier study of multijobholding among private industry employees by adding a significant number of public service employees to the original sample. Data were gathered from a questionnaire mailed to more than 3,000 persons (of whom roughly 1,000 responded), including public school teachers, firemen, policemen, city and county health department personnel, classified employees of Wichita State University, and workers in an aircraft and a meatpacking company. In addition, about 300 respondents, both single and multiple jobholders, were interviewed.

The findings indicated that: (1) Among male workers, the peak ages for multiple jobholding were from 20 to 45, with over 30 percent of workers in this age group holding two jobs; (2) roughly one-third of the high school graduates who had some college but no degree were holding more than one job; (3) the percentage of dual jobholders rose with number of dependents; (4) teachers who moonlighted tended to be higher salaried and better educated than those who did not; (5) three out of four firemen held a second job, largely because their work schedule encouraged it; (6) about two-fifths of the policemen worked a second job; and (7) less than one-fifth of workers in the aircraft company reported multiple jobholding.

October 1972

NTIS PB213671/AS

2-225 An Analysis of Occupational Mobility Through Use of Longitudinal Surveys Data with a Supplementary Analysis of Response Variability

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Ann R. Miller

Grant 21-42-73-05
Project still in progress

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; MEN; WOMEN; YOUNG MEN; YOUNG WOMEN

An analytical study of occupational mobility is being made, emphasizing: (1) The relationship between mobility and changes in the occupational structure of employment and (2) the paths by which individuals move into specific occupations.

The study involves an analysis of data collected from four population groups covered by the National Longitudinal Surveys of labor force behavior.

2-226 The National Longitudinal Surveys: Lessons for Human Resource Policy

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Herbert S. Parnes

Contract 20-39-76-04
Project completed fiscal year 1976

Descriptors: LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; LABOR MOBILITY; EMPLOYMENT PATTERNS; TRAINING

This report described the National Longitudinal Surveys that trace the labor market behavior of four cohorts—men aged 45-59, women aged 30-44, and young men and women aged 14-24—and discussed findings, including the following: (1) Most individuals had satisfactory labor market experiences; (2) health was an important factor in labor market success, e.g., those persons having health problems were more likely to drop out of the labor force and to have lower earnings while working; (3) students who know more about the labor market subsequently did better; (4) race and sex discrimination were evident in the data; (5) training outside the regular school system led to improved labor market success (training, therefore, should be encouraged for improving minority and female employment); and (6) in a period of high labor demand, workers tended to advance more rapidly, race and sex differentials diminished, and investments in education and training had a greater payoff.

For further information on the National Longitudinal Surveys, see contract 82-39-72-21.

February 1976

NTIS PB259436/AS

2-227 Men in the Pre-Retirement Years

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Seymour L. Wolfbein

Grant 21-42-76-04
Project completed fiscal year 1978

Descriptors: LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS; OLDER WORKERS; LABOR FORCE PARTICIPATION; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; HEALTH; CONFERENCES; NATIONAL LONGITUDINAL SURVEYS

At a conference held in December 1976, scholars, administrators, and other employment and training experts in and out of Government presented and discussed papers analyzing data on the cohort of middle-aged men from the National Longitudinal Surveys. (The men, aged 45 to 59 at the beginning of the surveys, are one of four population cohorts whose labor market behavior is being traced.)

Discussion of the employment and preretirement experiences of the middle-aged men centered on implications for national policy and program application.

October 1977

NTIS PB283026/AS

2-228 Secretary of Labor's Invitational Conference on the Longitudinal Surveys of Mature Women

NATIONAL COMMISSION FOR EMPLOYMENT POLICY
WASHINGTON, D.C.

Isabel V. Sawhill

Grants 21-11-77-01 and 21-11-78-28
Project still in progress

Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; CONFERENCES; LABOR FORCE BEHAVIOR; CAREER PATTERNS; CHILD DAY CARE

The grantee conducted a conference in January 1978 at which scholars presented and discussed papers utilizing data on the mature women's cohort of the National Longitudinal Surveys. (The women, aged 30 to 44 at the beginning of the surveys, are one of four population cohorts whose labor market behavior is being traced in the surveys.)

The purpose of the conference was to encourage members of the research community to use the National Longitudinal

Survey data on the mature women for policy-oriented analyses of the labor force behavior and work attitudes of this cohort. One of the conference sessions consisted of a discussion by a panel of researchers and policymakers on what policymakers need to know that researchers can address. Other sessions covered topics such as work and family roles and how women fare in the labor market.

2-229 Work Experience and Lifetime Earnings

NATIONAL BUREAU OF ECONOMIC RESEARCH
NEW YORK, N.Y.

Jacob Mincer

Agreement 20-11-77-22
Project still in progress

Descriptors: JOB MOBILITY; MIGRATION; EARNINGS; NATIONAL LONGITUDINAL SURVEYS

This study analyzes the effects of work experience on the structure of wages in the United States. Work experience is defined broadly to include job mobility, geographic migration, occupational progress on the job, unemployment, and hours of work. The empirical effort will utilize primarily the four National Longitudinal Surveys of men and women and the Coleman-Rossi Retrospective Life Histories Survey of men. Considerable work with each of these data files has already been done and an extensive research monograph is expected to result from this project, being funded jointly with the National Science Foundation.

2-230 Social Science Research Council Conference on the National Longitudinal Surveys

SOCIAL SCIENCE RESEARCH COUNCIL
NEW YORK, N.Y.

Robert Parke

Grant 21-36-77-36
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR MOBILITY; BLACK/WHITE; LABOR MARKET BEHAVIOR; MALE/FEMALE; METHODOLOGY; CONFERENCES

The Social Science Research Council held a 2-day conference in October 1977, in Washington, D.C., on the future uses of the National Longitudinal Surveys (NLS). It brought together researchers from economics, sociology, psychology, and statistics to present and discuss suggestions for the future content and analysis of the surveys.

A major paper presented at the conference reviewed the research uses of the NLS data. Other papers covered the storage, retrieval, and analysis of life history data, as well as topics like future labor force issues, discrimination, quality of work life, the family, job search, transition from school to work, and social-psychological issues.

The conference produced many research ideas that could be addressed in the future by the NLS, including: (1) Individual adjustments in labor force behavior to later stages in the family life cycle, and the causes and consequences of recent changes in these adjustments, e.g., the increase in female labor force participation and the increased number of dual-earner families; (2) the labor force orientation provided by the family, the education system, and the work experience itself; (3) the social networks by which individuals relate to the labor market; and the structural determinants of labor force discrimination and job finding; and (4) methodological issues, such as the need to include population groups previously excluded (e.g. persons in the military), to have a program of ancillary methodological studies to examine the validity and reliability of existing measures, and to perfect and test new content before it is incorporated in the NLS.

2-231 Race and Sex Differences in the Probability and Consequences of Turnover

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Francine D. Blau and Lawrence M. Kahn

Grant 91-17-78-01
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; TURNOVER; YOUNG WOMEN; BLACK/WHITE; YOUNG MEN

This study will: (1) Identify and explain the sources of race and sex differences in job turnover, and (2) do a comparative analysis, on the basis of sex and race, of the economic consequences of job turnover.

Data from the young men and young women cohorts of the National Longitudinal Surveys will be used. Examination of data will be conducted in two stages using logit analysis. The first stage will analyze turnover (both voluntary and involuntary) in terms of environmental and personal choice factors. Sequential analysis also will be employed to examine race and sex differences in chronic employment instability.

The study is expected to broaden the basis for understanding disparities in earning power and career advancement for blacks and women compared with white males.

2-232 An Analysis of the Personal Distribution of Unemployment by Frequency of Spells of Unemployment and Average Durations of Spells of Unemployment

UNIVERSITY OF CALIFORNIA INSTITUTE OF BUSINESS AND ECONOMIC RESEARCH
BERKELEY, CALIF.

George Akerlof

Grant 91-06-78-27
Project still in progress

Descriptors: UNEMPLOYMENT; LABOR MARKET; BUSINESS CYCLE; MEN; NATIONAL LONGITUDINAL SURVEYS

This study will examine the incidence of unemployment among a wide range of population groups and workers with a variety of personal characteristics. It will concentrate on people and their unemployment experience—rather than on the impersonal categories employment, unemployment, and not in the labor force. The researcher will also indicate how unemployment is divided into spells and the expected duration of these spells at any point in the business cycle.

Analyses will be based on data from the National Longitudinal Survey of a cohort of men aged 45 to 59 years in 1966.

2-233 Secretary of Labor's Invitational Conference on the National Longitudinal Surveys of Young Men and Young Women

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Ronald L. Oaxaca

Grant 21-04-78-38
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; BLACKS; EARNINGS; UNEMPLOYMENT; CONFERENCES

The project calls for a 2-day conference on the policy uses of the data obtained from the National Longitudinal Surveys (NLS) of young men and women. The conference, to be held in March 1979, will bring together researchers and policymakers to identify specific ways in which the NLS can be used to serve policy ends. Specifically, it will generate a strategy for using survey data to answer policy questions on participation of young people in the labor force.

The conference on the youth cohorts will present commissioned papers on such topics as youth unemployment; schooling choices; unions and young workers; determinants of hours of work; and black/white and male/female earnings differences. The conference proceedings will be published for widest possible dissemination.

2-234 Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys

THE OHIO STATE UNIVERSITY
Project still in progress

These research studies—awarded under a special grant competition—are analyzing data from the National Longitudinal Surveys (NLS) that are likely to have significant implications for employment and training policies and programs. The researchers are studying data from each of the four NLS cohorts: Young men and women aged 14 to 24 (at the time of initial interview), who are recent entrants to the labor force; women aged 30 to 44, who are likely to be returning to the work force after their last child enters school; and men aged 45 to 59 and in their preretirement years. The specific projects are listed below.

2-235 Unemployment and Unstable Work Careers: A Study of the Effects of Early Work Experience on Future Employment Prospects of Young Men

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Burton Singer

Grant 21-36-78-43
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; UNEMPLOYMENT; LABOR MARKET BEHAVIOR; EMPLOYMENT PATTERNS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-236 Why Women Work: An Analysis of the Economic and Personal Reasons

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Clair B. Vickery

Grant 21-06-78-44
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE BEHAVIOR; WOMEN; HOUSEHOLDS

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-237 Racial Discrimination and Occupational Choice: Estimates Based on a Sample of Young Men

UNIVERSITY OF NORTH CAROLINA
GREENSBORO, N.C.

G. Donald Jud

Grant 21-37-78-45
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; DISCRIMINATION; OCCUPATIONAL CHOICE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-238 Cyclical Economic Activity and the Labor Market

WILLIAMS COLLEGE
WILLIAMSTOWN, MASS.

Samuel Rosenberg

Grant 21-25-78-46
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; LABOR MARKET BEHAVIOR; BLACK/WHITE; LABOR FORCE PARTICIPATION; OCCUPATIONAL MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-239 Race, Labor Turnover, and Male Earnings

UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

George J. Borjas

Grant 21-06-78-47
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; MEN; WAGES; BLACK/WHITE; TURNOVER; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-240 An Analysis of Employment and Earnings: Differences in the Early Careers of Men and Women

SMITH COLLEGE
NORTHAMPTON, MASS.

Robert K. Buchele

Grant 21-25-78-48
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; EARNINGS; YOUNG MEN; YOUNG WOMEN; SEX DISCRIMINATION

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-241 CAUSAL MODELS OF STABILITY AND CHANGE IN WOMEN'S WORK-RELEVANT ATTITUDES AND EMPLOYMENT BEHAVIOR

UNIVERSITY OF CONNECTICUT
STORRS, CONN.

Myra Marx Ferree

Grant 21-09-78-49
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; WORK ATTITUDES; EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-242 A STUDY OF WAGE DYNAMICS BASED ON THE NATIONAL LONGITUDINAL SURVEYS

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Nicholas Kiefer

Grant 21-17-78-50
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; MEN; YOUNG MEN; BLACK/WHITE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-243 DETERMINANTS OF SUCCESSFUL REENTRY OF OLDER WOMEN INTO THE LABOR FORCE

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Eileen Appelbaum

Grant 21-42-78-51
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE BEHAVIOR; EMPLOYMENT; PART-TIME EMPLOYMENT

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-244 JOB SHOPPING AMONG YOUNG MEN

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

William Clint Johnson

Grant 21-51-78-52
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUNG MEN; TURNOVER; WAGES; JOB SEARCH

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-245 EARNINGS MOBILITY OF PRIMARY EARNERS IN HOUSEHOLDS WITH LOW EARNINGS

BOWDOIN COLLEGE
BRUNSWICK, MAINE

Peter Gottschalk

Grant 21-23-78-53
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EARNINGS; LOW INCOME; LABOR MOBILITY

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-246 THE STRUCTURE AND DETERMINANTS OF YOUTHFUL UNEMPLOYMENT: AN EMPIRICAL ANALYSIS OF BLACK/WHITE, MALE-FEMALE DIFFERENCES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harold Watts

Grant 21-36-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; BLACK/WHITE; YOUTH; UNEMPLOYMENT; MALE/FEMALE

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2-247 WOMEN'S LABOR FORCE PARTICIPATION AND FERTILITY: EVIDENCE FROM THE NATIONAL LONGITUDINAL SURVEYS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Eileen Gardner Crimmins

Grant 21-42-78-55
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; EMPLOYMENT; YOUNG WOMEN; FERTILITY; LABOR FORCE BEHAVIOR

For a description of this project, see Postdoctoral Grant Awards for Special Research Analyzing Data from the National Longitudinal Surveys.

2D 2. BLACKS

2-248 A FOLLOWUP STUDY OF THE 1964 GRADUATES OF FOUR NEGRO LOUISIANA COLLEGES

DILLARD UNIVERSITY, GRAMBLING COLLEGE, SOUTHERN UNIVERSITY A&M COLLEGE, XAVIER UNIVERSITY
NEW ORLEANS, LA.

Daniel C. Thompson, Dillard University; Charles A. Berry, Jr., Grambling College; Frederick C. Temple, Southern University A&M College; Lois G. Taplin, Xavier University

Grants 91-17-01, 91-17-02, 91-17-03, and 91-17-04
Project completed fiscal year 1965

Descriptors: BLACKS; COLLEGE GRADUATES; BLACK/WHITE; UNIVERSITIES AND COLLEGES; LOUISIANA

To reevaluate their curricula, the grantees sought to determine the employment history since graduation of their 1964 graduates. Economic, sociological, and demographic information was gathered through a mail survey and analyzed with supplementary information from college records on class standing and fields of study to ascertain the extent to which the skills and competencies of these graduates were being used. This information was compared with information for graduates of predominantly white colleges in Louisiana.

The results of these studies were synthesized by the National Opinion Research Center. (See grant 91-15-66-01.)

EMPLOYMENT PATTERN OF SOUTHERN UNIVERSITY GRADUATES

Frederick C. Temple and Thomas T. Williams
1965

NTIS PB177872/AS

AN INVESTIGATION OF THE UTILIZATION OF THE MANPOWER SKILLS OF THE 1964 GRADUATING CLASS OF DILLARD UNIVERSITY

Daniel C. Thompson
1965

NTIS PB177871/AS

AN INVESTIGATION OF THE UTILIZATION OF THE MANPOWER SKILLS OF THE 1964 GRADUATING CLASS OF GRAMBLING COLLEGE

Charles A. Berry, Jr.
1965

NTIS PB177560/AS

EMPLOYMENT PATTERN OF XAVIER UNIVERSITY GRADUATES OF 1964

Lois G. Taplin
1965

NTIS PB177561/AS

2-249 College, Color, and Employment: Racial Differences in Postgraduate Employment Among 1964 Graduates of Louisiana Colleges

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Richard Jaffe, Carol F. Huson, and Michael E. Schlitz

Grant 91-15-66-01
Project completed fiscal year 1967

Descriptors: COLLEGE GRADUATES; BLACK/WHITE; LABOR MARKET BEHAVIOR; UNIVERSITIES AND COLLEGES

Information was obtained on the employment history and sociological and demographic characteristics of students graduating in the 1964 classes of three predominantly white colleges in Louisiana. These data were compared with similar information on graduates from four predominantly black colleges in Louisiana (obtained from concurrent grant studies, numbers 91-17-01, 02, 03, and 04). The analytical comparisons covered job placement, employment experience, wage income and other factors.
1967

NTIS PB177556/AS

2-250 Negro Employment in the South

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

F. Ray Marshall

Contract 81-19-68-13
Project completed fiscal year 1973

Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACE; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; INDUSTRY PRACTICES; EMPLOYMENT OPPORTUNITIES; SOUTHERN STATES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; MONOGRAPHS

This project, which was also supported by the Equal Employment Opportunity Commission, consisted of several studies of the patterns of employment of blacks in the South, especially their penetration of, and occupational distribution in, major industries. The causes of these patterns were analyzed to provide guides for the more effective employment and upgrading of blacks. The studies covered employment patterns in six Southern cities (Atlanta, Birmingham, Houston, Louisville, Memphis, and Miami) and in selected industries (agriculture, the Federal Government, and State and local governments). Under separate contracts (see 81-46-70-24 and 21-21-74-27) additional research is being conducted. Major data sources are the Equal Employment Opportunity Commission, the Department of Labor, the Civil Service Commission, the U.S. Commission on Civil Rights, the Department of Agriculture, and the Department of Health, Education, and Welfare, supplemented by data from local agencies and organizations and interviews with spokesmen for these institutions.

Major findings were:

1. The South's traditional institutions, including institutionalized racism, were being eroded by forces associated with industrialization and urbanization. However, the proportion of blacks employed in the higher income white-collar categories would not equal that of whites for many years.
2. Although agricultural workers in the South were being displaced—blacks at a faster rate than whites, there seemed to be little effort to help these people prepare for emerging farm or nonfarm employment.
3. For blacks in metropolitan areas, employment patterns improved in the last half of the 1960's: employment of black women shifted markedly upward in the white-collar categories, while employment opportunities of black men increased mainly in blue-collar positions.
4. Federal employment in the South had provided better upgrading opportunities for blacks than State and local governments and higher penetration rates, and in terms of occupational position was generally superior to the private sector.
5. Black women's employment patterns in the South were quite different from those of white women. Both white and black men are employed in essentially the same industries in the South and non-South, but this is not true of women.
6. While antidiscrimination laws have limited impact on black employment patterns, their threat causes unions and employers to be more responsive to other programs designed to increase black penetration and improve occupational positions.

The Employment and Training Administration has initiated several remedial measures, either on its own or in cooperation with other Federal or State agencies. These include developmental projects to place qualified blacks in higher ranking occupations. (See grant 21-36-73-35, contract 82-48-71-38, and grant 21-48-73-33.)

NEGRO EMPLOYMENT IN THE SOUTH

VOL. 1

F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; FARMWORKERS; INDUSTRIAL MOBILITY; EMPLOYMENT PATTERNS; METROPOLITAN AREAS; SOUTHERN STATES; LITERATURE REVIEW

NTIS PB219612/AS
ETA

VOL. 2

F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT PATTERNS; SOUTHERN STATES; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219613/AS
ETA

VOL. 3

F. Ray Marshall
February 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENTS; SOUTHERN STATES; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; MINORITY BUSINESS ENTERPRISE; EMPLOYMENT OPPORTUNITIES; LITERATURE REVIEW

NTIS PB219614/AS
ETA

NEGRO EMPLOYMENT IN THE SOUTH

VOL. 1, THE HOUSTON LABOR MARKET

Vernon M. Briggs, Jr.
March 1971

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; MONOGRAPHS; TEXAS, HOUSTON
ETA MANPOWER RESEARCH MONOGRAPH NO. 23

VOL. 2, THE MEMPHIS LABOR MARKET

Arvil Van Adams
1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; EMPLOYMENT OPPORTUNITIES; MONOGRAPHS; TENNESSEE, MEMPHIS
ETA MANPOWER RESEARCH MONOGRAPH NO. 23

VOL. 3, STATE AND LOCAL GOVERNMENTS

David R. Ross
January 1973

Report Descriptors: BLACKS; UPGRADING; OCCUPATIONAL MOBILITY; RACIAL DISCRIMINATION; EMPLOYER ATTITUDES; STATE AND LOCAL GOVERNMENTS; EMPLOYMENT OPPORTUNITIES; MONOGRAPHS
ETA MANPOWER RESEARCH MONOGRAPH NO. 23

2-251 FOSTERING MINORITY ENTERPRISE IN CONSTRUCTION

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

F. Ray Marshall

Contract 81-46-70-24
Project completed fiscal year 1975

Descriptors: BLACKS; UPGRADING; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; FEDERAL GOVERNMENT; CONSTRUCTION INDUSTRY; SOUTHERN STATES; MINORITY BUSINESS ENTERPRISE; MEXICAN AMERICANS; EMPLOYMENT PATTERNS; CIVIL SERVICE SYSTEM

This study expanded the researcher's study of black employment patterns in the South. The first component of the study was an examination of patterns of black employment in the Federal service in 13 States and 25 metropolitan areas of the South; and the second, an examination of patterns of employment among minority construction contractors in Atlanta, Houston, Chicago, and Oakland-San Francisco.

The Federal service study added to the earlier study the 1969 data available from the Civil Service Commission and collected more detailed information through field interviews.

In the construction study, selected civil rights and union leaders, minority and white contractors, and others with construction industry experience were interviewed to obtain a profile of minority contractors and their firms, a picture of their operations and the problems they faced, and their views toward upgrading.

The research, using 1970 census data, supplemented the earlier study concerning such questions as: Where are blacks underrepresented in employment and higher paying jobs? Where have the greatest gains been made? What are the prospects for black employment in southern metropolitan areas? How do employment patterns described by the 1970 census data differ from those revealed by data from the Equal Employment Opportunity Commission?

Findings showed that black construction contractors in Houston and Atlanta, and Mexican-American contractors in Houston had significant potential for advancement which could be realized with appropriate financial and technical assistance. The researcher suggested that support and encouragement of local minority contractors' associations would be a highly desirable way of reaching minority contractors and helping them to enlarge their scale of operations.

FOSTERING MINORITY ENTERPRISE IN CONSTRUCTION

Robert W. Glover
June 1974

NTIS PB243482/AS

2-252 A STUDY OF SUCCESSFUL PERSONS FROM SERIOUSLY DISADVANTAGED BACKGROUNDS

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Contract 82-05-68-03
Project completed fiscal year 1971

Descriptors: BLACKS; CHICANOS; INNER-CITY RESIDENTS; ECONOMIC STATUS; CAREER PATTERNS

This study attempted to identify the differences between the disadvantaged man who has been able to "pull himself successfully out" of his disadvantaged background and the one who has not been able to do so. The writer combined data from literature on disadvantaged persons with data from interviews and discussed them in connection with the characteristics of "mainstream" and "street" life in black and Chicano ghettos.
1971

NTIS PB199438/AS

2-253 NEGRO CONSTRUCTION CRAFTSMEN IN A SOUTHERN LABOR MARKET

LOUISIANA STATE UNIVERSITY, NEW ORLEANS
NEW ORLEANS, LA.

Theresa R. Shapiro

Contract 81-20-70-20
Project completed fiscal year 1973

Descriptors: APPRENTICESHIP OUTREACH PROGRAMS; CRAFT WORKERS; BLACKS; CARPENTERS; SOUTHERN STATES; CONSTRUCTION INDUSTRY; LOUISIANA, NEW ORLEANS

This study sought information on both the operation of the apprenticeship outreach program and the experience of black construction craft workers in metropolitan New Orleans.

The former involved the collation of Labor Education Advancement Program (LEAP) and Bureau of Apprenticeship and Training (BAT) records, interviews with black community leaders and with apprentices placed by LEAP (both those currently employed and those who dropped out), and with people who passed the pre-apprenticeship examination.

Between July 1, 1968, and January 1, 1971, only 25 blacks were placed, with 11 indentured, while an additional 134 had passed the pre-apprenticeship examination and were waiting to be placed. Those who were placed in the predominantly white trades stuck with their apprenticeship. The retention rate for LEAP indentures was higher than for all BAT indentures in these trades in the same period.

The remaining part of the study was carried on by means of interview with samples of black and white union carpenters, black and white nonunion carpenters, and black union and nonunion roofers.

Comparison of union and nonunion members in each craft found little difference in their backgrounds except that union members were more likely to come from "union families" than nonunion men.

There were no significant differences between black and white carpenters in skill (based on both reports of what kind of carpentry work the respondents did most often during the preceding year and the evaluations of white carpenters) or in hourly rates of pay in 1971. However, black nonunion carpenters were apparently expected to spend more time on rather menial tasks than were other carpenters (white nonunion and all union).

Most white carpenters accepted blacks as coworkers. Three-quarters of the whites thought blacks and whites should work side by side, and over half believed blacks were as good workers as whites. Apparently the union rank and file is in advance of the leadership in accepting blacks. The union has never accepted more than 1 black apprentice in 10, but 4 out of 5 union members rejected the concept of a quota for blacks.

Separate comparisons for trade unionists and nonunionists showed that blacks had less continuity of employment with a particular firm, more unemployment and more part-time employment than their white counterparts.

August 1972

NTIS PB212233/AS

2-254 A Study of Black Male Professionals in Industry

RECRUITING MANAGEMENT CONSULTANTS, INC.
NEW YORK, N.Y.

Evelyn S. Freeman

Contract 81-36-71-07
Project completed fiscal year 1973

Descriptors: BLACKS; MEN; PROFESSIONALS; PRIVATE INDUSTRY; INDUSTRY PRACTICES; UPGRADING; JOB SATISFACTION; OCCUPATIONAL MOBILITY; WORK ATTITUDES

This study analyzed the problems confronting black professionals in industry. The researchers interviewed 500 black male professionals, reviewed their careers, and analyzed their progress and their attitudes toward the industrial system. they also interviewed the immediate supervisors of a few of these men about their attitudes toward and evaluation of the men's work performance and work relationships.

About half of the black professionals were satisfied with their career progress, and close to half expected to achieve their job aspirations while working for their present company. Nevertheless, three out of five felt that they did not have the same opportunity as white business professionals in their firms. They felt there was a ceiling on how far they could go and that the ceiling was rather low. Few of them were in supervisory or managerial positions. The average salary did not increase beyond the ninth year of service, though some had worked in the same firm more than 25 years. Average current salary was about $15,000 a year and average total industrial experience was 6-1/2 years.

Managers were more optimistic about advancement opportunities for minorities and far more likely to think that the equal opportunity programs of their firms were effective.

Evelyn S. Freeman
March 1973

NTIS PB218832/AS

A STUDY OF BLACK MALE PROFESSIONALS IN INDUSTRY—MANPOWER RESEARCH MONOGRAPH NO. 26

Theresa R. Shapiro
January 1973
ETA MANPOWER RESEARCH MONOGRAPH NO. 26

2-255 Relationships Between Changing Residence for Black New Resident Households in an Inner Suburb

UNIVERSITY OF MISSOURI
ST. LOUIS, MO.

Sara Smith Sutker

Grant 91-29-71-29
Project completed fiscal year 1972

Descriptors: BLACKS; GEOGRAPHIC MOBILITY; SUBURBAN AREAS; JOB LOCATION; OCCUPATIONAL MOBILITY; EMPLOYMENT; MISSOURI, ST. LOUIS

For black families in St. Louis, this study investigated the temporal relationship between buying a house and moving from the ghetto to a middle-class suburb and the labor force performance of the head of the household and his wife. Labor force performance was measured by extent of employment, occupational level, and work location at three points in time—a year before the move, at the time of move, and about 2 years later.

Data were obtained from interviews in 1971 with 155 black families who had purchased homes and moved from St. Louis to a suburb during 1969. Demographic data were drawn from a previous analysis of public records. This group represented young and middle-aged blacks who were residentially and socially mobile.

During the 3 years covered by the study, the proportion of household heads employed full-time and more than full-time was about twice the national average for blacks. Three-fourths of the wives were employed—also a high proportion—but the wives' employment rate fluctuated during the study period. There were few changes in occuptional level, and the changes were concentrated among husbands, and after the move. Working where opportunities were expanding—in the suburban ring—increased during the 3-year study period with more shifting after the move, especially by wives. One-third of the husbands had been working in the suburban ring prior to the move.

1972

NTIS PB209569/AS

2-256 Labor Turnover, Racial Unemployment Differentials, and the Dual Labor Market Hypothesis

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Robert J. Flanagan

Grant 91-17-72-32
Project completed fiscal year 1974

Descriptors: TURNOVER; ECONOMIC ANALYSIS AND ECONOMETRICS; DUAL LABOR MARKETS; BLACK/WHITE; RACIAL DISCRIMINATION; NATIONAL LONGITUDINAL SURVEYS; UNEMPLOYMENT

The main thrust of this report was an analysis of racial employment differences in the context of theories of racial discrimination, with strong emphasis on the factors which result in higher unemployment rates among blacks than whites.

The research strategy of the study permitted the sources of racial unemployment differentials to be interpreted with reference to alternative theories of racial discrimination which have been advanced but not systematically tested in recent years. The analytical emphasis was on the flow of new unemployment, which was broken down into turnover flows and unemployment possibilities, by level of schooling, age, occupation, and region. Data were drawn from the National Longitudinal Surveys.

The study concluded that racial differences in quit and layoff rates were quite small; that the practice of wage discrimination or occupational segregation tended to widen racial unemployment differentials; and that compensatory postschool training investments did not seem to be the main road to racial equality among males. The analysis did not support the dual market view of racial wage differences.

1974

NTIS PB332215/AS

2-257 WHY DO BLACKS AND WOMEN HAVE HIGH UNEMPLOYMENT RATES?

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Nancy S. Barrett and Richard D. Morgenstern

Grant 91-11-72-40
Project completed fiscal year 1974

Descriptors: SEX DIFFERENCES; JOB SATISFACTION; DURATION OF UNEMPLOYMENT; TURNOVER; BLACK/WHITE

This study examined and tested hypotheses about variations in the incidence and duration of unemployment by race and sex. The data covered work experience in 1969, from the March 1970 Current Population Survey. Information on the number of unemployed individuals, the number of spells of unemployment and their duration was related to a variety of economic and demographic variables. Dependent variables were the duration of completed spells of unemployment and unemployment turnover, defined as the number unemployed during the year times the average number of spells, divided by the March 1970 labor force.

Analysis of these data showed that the traditional variables were a better explanation of differences in turnover than in duration. The black/white differences in turnover were attributed to the larger proportions of the black labor force that were young, not high school graduates, and employed in such high-unemployment occupations as construction. The duration of unemployment was not much different for black and white men, but was significantly higher for black women than for white women. The longer duration of unemployment for women, compared with men, was not the result of differences in the age composition of the male and female labor force.

Addressing the thesis that much unemployment is voluntary, the authors concluded that it was not supported by the relationship between either the incidence or the duration of unemployment and the weekly wage or other family income. For example, married women had shorter duration than other women. Their conclusion was that high turnover was the result of dissatisfaction with low-status, low-pay jobs.

1974

NTIS PB236670/AS

2-258 AN ANALYSIS OF THE DETERMINANTS OF OCCUPATIONAL UPGRADING

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Duane E. Leigh

Grant 91-53-74-23
Project completed fiscal year 1976

Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; NATIONAL LONGITUDINAL SURVEYS; MEN; OCCUPATIONAL STATUS; MIGRATION; AGE DIFFERENCES; LABOR MARKET INFORMATION

This study examined the occupational advancement of individual workers in an attempt to test several contrasting implications of the dual labor market and human capital theories. Because the dual market concept is generally viewed as most applicable to black workers, the study compared the occupational advancement of black and white males aged 25 to 34, 35 to 44, and 45 to 64, plus 45 to 59.

Two sources of data were utilized in the analysis: the 1/1000 sample of the 1970 census data on occupational mobility between 1965 and 1970, and the National Longitudinal Surveys data on mobility over the 1966-69 period.

The results of the study indicated that education and postschool investments in vocational training and job tenure had positive effects of roughly similar magnitudes on the upgrading of blacks and whites. Controlling for these personal endowments, the effect on upgrading on mobility between employers was also estimated. In general, interfirm mobility was found to have at least as large an impact on advancement for blacks as for whites, and there was also evidence indicating disproportionate black mobility from those industries in which upgrading prospects were relatively poor. Similarly, there was little evidence of a systematic racial differential in advancement within internal labor markets, given the relatively low initial occupational status of blacks.

September 1975

NTIS PB267115/AS

2-259 NEGRO OCCUPATIONAL STATUS AND EDUCATION: SPECIAL ANALYSIS UNDER THE "NEGRO EMPLOYMENT IN THE SEVEN SOUTHERN SMSA's" STUDY

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Virgil L. Christian, Jr.

Grant 21-21-74-27
Project completed fiscal year 1975

Descriptors: BLACKS; ECONOMIC STATUS; SOUTHERN STATES; OCCUPATIONAL STATUS; EDUCATIONAL ATTAINMENT; BLACK/WHITE; EMPLOYMENT PATTERNS; MIGRATION; METROPOLITAN AREAS

This project attempted to answer such questions as: (1) Has the racial pattern of inmigration to southern Standard Metropolitan Statistical Areas (SMSA's) been such as to widen the income and occupational gap between blacks and whites in those metropolitan areas? (2) To what extent does the income and occupational gap between the races widen as the educational level rises? The project also updated the analysis begun with the Negro Employment in the South study. (See contracts 81-19-68-13 and 81-46-70-24.)

This project used census data to develop and analyze educational and income distributions by occupation, occupational and income distributions at given levels of education, and separate income and education distributions for migrants and nonmigrants in seven southern SMSA's.

Data obtained from the 1970 census did not support the hypothesis that inmigration of rural blacks lowered the quality of the black labor force in the southern SMSA's. In fact,

because of the equalization between urban and rural blacks in median years of schooling, inmigrants from both rural and urban areas showed earnings and occupational distributions that compared favorably with those of the resident population. The study stated that, at given educational levels, young blacks were off to a better start in relation to young whites than were their predecessors 10 years ago. However, the 1970 data substantiated the earlier finding that the black worker's relative earnings position was worse than his or her relative occupational position. This was true even when the educational level was held constant.
November 1974

NTIS PB257217/AS

2-260 An Analysis of the Interrelation Between Unions, Race, and Wage and Nonwage Compensation

WASHINGTON STATE UNIVERSITY
PULLMAN, WASH.

Duane E. Leigh

Grant 91-53-77-06
Project completed fiscal year 1978

Descriptors: UNION IMPACT; BLACK/WHITE; EARNINGS; TURNOVER; FRINGE BENEFITS; NATIONAL LONGITUDINAL SURVEYS

This study examined the extent to which union membership affects several aspects of the labor force participation of black and white workers. Variables considered included total wages and growth in wages over time, plus pension benefits, job turnover and unemployment, and other nonwage conditions. The study was based on multiple regression analyses of data from the National Longitudinal Surveys.

The study findings showed that, for white workers, results obtained from a two-equation model in which wages and union status are endogenously determined indicated that the usual single-equation estimates of union-nonunion differentials overstated the "true" relative wage impact of unions. This conclusion did not hold, however, for black workers. The rather large relative wage estimates obtained for blacks confirmed previous results showing larger union-nonunion wage differentials for blacks than whites. Among nonwage variables, unions were found to decrease the quit probabilities of workers in both racial groups. Similarly, a comparison of the occupational mobility of workers who remain with the same employer indicated that unionized whites do not enjoy systematically greater promotional opportunities than do unionized blacks within internal labor markets.
April 1978

NTIS PB283016/AS

2-261 Perceived Discrimination, Work Attitudes and Labor Market Experience

THE STATE UNIVERSITY OF NEW YORK/SUNY
BUFFALO, N.Y.

Brian E. Becker

Grant 91-36-78-41
Project still in progress

Descriptors: DISCRIMINATION; WORK ATTITUDES; BLACK/WHITE; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN

The study will draw on labor economics and industrial psychology to provide a comprehensive analysis of the way in which discrimination affects the labor market experiences of blacks. It will attempt to estimate the extent to which discrimination produces differences in the work attitudes of blacks and whites and examine the influences of these differences on labor market experiences. The study will use data on the older half of the young men's cohort of the National Longitudinal Surveys.

2D 3. HISPANIC AMERICANS

2-262 Mexican Americans in Transition, Migration and Employment in Michigan Cities

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Harvey M. Choldin and Grafton D. Trout

Contract 81-24-66-32
Project completed fiscal year 1971

Descriptors: MEXICAN AMERICANS; FARMWORKERS; MIGRATION; MICHIGAN, GRAND RAPIDS

This study investigated the social and economic adjustment of Mexican Americans who settled in eight counties in Michigan, in which the largest city was Grand Rapids. Plans to study Mexican American farmworkers still in the migrant stream had to be dropped. Data were obtained in interviews with 695 heads of Mexican American households and with 76 community officials and Mexican American community leaders in the study sites.

As a pioneering study of Mexican American settlers in the Midwest (even the census did not contain separate data for Mexican Americans outside the Southwest), this report presented rich descriptive detail.

A few highlights from the study:

—Most of the Mexican American household heads had come to Michigan from small towns or medium-sized cities in Texas, but slightly more than half had been in the migrant stream at some time after reaching age 16.

—The median age on leaving Texas was 27 and, with an average of 5 years of schooling, they were among the better educated residents in their Texas communities. Most brought their families with them, and their families were large: Three-fifths of the households consisted of 5 or more persons.

—Their greatest problem was finding low-cost rental housing for such large families. By the time of the survey, nearly 70 percent were buying houses and nearly one-fourth owned their homes outright.

—Advance information about the availability of jobs—usually from friends and relatives—was a major factor in moving to Michigan. About three-fourths of the men got their first Michigan job through direct application to the employer or through being told of a job by a friend or relative.

—On the first job in Michigan, over two-fifths of the Texas migrants who had last done farmwork became operatives (including drivers), as did over half of those who had been laborers in Texas. By the time of the survey, some further upward mobility had occurred. Only 1 in 10 still held a laborer's job (farm or nonfarm), but only 1 in 14 had a white-collar job.

—Median family income for male-headed families (90 percent of the sample) fell in the $7,000 to $10,000 range, including the wife's earnings in one-third of the families. The 69 female-headed families had a median income of between $3,000 and $4,000.

The researchers made over 20 recommendations for improving the process of migration and the welfare of the settlers and for further research. For example, they called for the initiation or modification of programs for teaching migrant fieldworkers the mechanical skills they would need for new occupations in agriculture, for recruiting and placement efforts to reach settled ex-migrants and members of their families who desire part-time farm employment, and for bilingual job training designed to upgrade Mexican Americans.
1971

NTIS PB199901/AS

2-263 Labor Force Characteristics and Migration Experience of the Puerto Ricans

FORDHAM UNIVERSITY
BRONX, N.Y.
AND
UNIVERSITY OF PUERTO RICO, SOCIAL RESEARCH CENTER
RIO PIEDRAS, P.R.

John J. Macisco, Jr., and Pedro Vales

Grant 21-36-74-23
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; LABOR FORCE BEHAVIOR; LABOR MOBILITY; MIGRANTS; MIGRATION; PUERTO RICANS; MINORITIES; UNEMPLOYED; HANDICAPPED; WOMEN; MEN; NEW YORK, NEW YORK; PUERTO RICO

The project is examining the labor force characteristics of Puerto Rican migrants to New York and return migrants to Puerto Rico, to determine to what extent characteristics such as unemployment, low-status occupation, and disability are associated with migration. Questions such as the following will be answered: (1) What is the recent labor force experience of Puerto Ricans of varying migrant status living in New York and those living in Puerto Rico in 1970? (2) What factors are associated with low labor force participation rates of Puerto Rican women? (3) What is the association between disability and unemployment among Puerto Ricans? (4) How do first generation Puerto Ricans differ from the second generation along sociodemographic dimensions?

Project staff are analyzing special tabulations of the census data for the New York standard metropolitan statistical area (SMSA) and for Puerto Rico. Using the special cross tabulations of new census questions on labor force status and traditional labor force and other socioeconomic items, the researchers expect to provide new analytic insights into the current labor force status of Puerto Rican migrants.

2-264 Language Maintenance, Language Shift, and Occupational Achievement in the United States

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John Angle

Grant 91-26-76-30
Project completed fiscal year 1977

Descriptors: ASSIMILATION; ENGLISH AS A SECOND LANGUAGE (ESL); OCCUPATIONAL STATUS; HISPANIC AMERICANS

This project explored the effect of language shift from non-English to English on occupational attainment for individuals. The specific objectives were to find out: (1) If speaking a non-English language at home retards the occupational achievement of those individuals; (2) whether certain non-English speaking groups achieve higher levels of attainment than others; (3) if there is a certain age group that is most likely to change and if it is successful in attaining these goals; and (4) if speaking non-English at home impedes children's literacy in English. Multivariate analysis on individual level data from the 1969 Current Population Survey provided the necessary answers.

It was found that Spanish mother-tongue people had lower occupational achievement than others even after controls were applied. Language maintenance did not cost more in terms of occupational achievement for Spanish mother-tongue people than others. Finally, it was found that in large U.S. metropolitan areas, the absolute number of people of a minority mother-tongue and their segregation helped maintain the use of the language in the United States.

June 1977

NTIS PB274282/AS

2-265 Job Search Behavior of Mexican Americans in Two Selected Areas in the Southwest

JUAREZ AND ASSOCIATES
LOS ANGELES, CALIF.

Nicandro F. Juarez

Contract 20-06-76-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; JOB SEARCH; MEXICAN AMERICANS; METROPOLITAN AREAS; CHICANOS; CALIFORNIA, ANAHEIM-GARDEN GROVE; TEXAS, HOUSTON

This study will collect, analyze, and report on the labor market knowledge and job search behavior of a selected sample of Mexican-American workers and their families in two southwestern SMSA's. The study will seek to answer such questions as: How do Mexican Americans look for jobs? Do they use the employment service, friends, newspapers, or the direct applicant approach? The study will attempt to determine why particular jobseeking methods are used and which are most effective for the target group.

The objective is to establish whether there is a need to improve and/or develop special services to assist the group in job searching.

2-266 Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues

Project still in progress

These developmental research studies have focused on a variety of employment and training related problems and issues affecting Hispanic American population groups. The research work produced under these awards is aimed at enhancing or synthesizing knowledge about processes, conditions, or methods relevant to the labor market experience of these groups and is expected to provide a basis for subsequent policy research and programs for this CETA target group. The projects listed below were funded in fiscal years 1977 and 1978 under grant announcement ETA/OPER 7705.

2-267 Labor Market Re-entry Problems of the Hispanic American Parolee in New York City

PRIVATE CONCERNS, INC.
NEW YORK, N.Y.

Barbara Taylor

Grant 21-36-77-29
Project still in progress

Descriptors: HISPANIC AMERICANS; PUERTO RICANS; EX-OFFENDERS; PAROLE; COUNSELING AND GUIDANCE; OFFENDERS; NEW YORK, NEW YORK

For a description of this project see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues."

2-268 A Developmental/Conceptual Research Project on Labor Market Participation of Hispanic Women

PASADENA URBAN COALITION
PASADENA, CALIF.

Marge Lauritsen

Grant 21-06-78-01
Project still in progress

Descriptors: MEXICAN AMERICANS; CETA SERVICES AND PLANNING; LABOR FORCE PARTICIPATION; WOMEN; CALIFORNIA

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-269 Comprehensive Review and Evaluation of the Unmet Needs of Spanish Americans in Broward County, Florida

BROWARD MANPOWER COUNCIL
FORT LAUDERDALE, FLA.

Steven A. Weiss and Jose L. Solernov

Grant 21-12-78-02
Project still in progress

Descriptors: HISPANIC AMERICANS; CUBANS; CETA SERVICES AND PLANNING; FLORIDA

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-270 Differential Success Among Cuban-Americans and Mexican Americans: The Role of Policy and Community

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Teresa A. Sullivan

Grant 21-17-78-03
Project still in progress

Descriptors: HISPANIC AMERICANS; OCCUPATIONAL STATUS; IMMIGRATION; TEXAS; FLORIDA

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-271 An Analysis of Job Search Applicants

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Richard Santos and Lorenzo Garibay

Grant 21-48-78-04
Project still in progress

Descriptors: JOB SEARCH; MEXICAN AMERICANS; HISPANIC AMERICANS; ECONOMIC STATUS; TEXAS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-272 Application of the Delphi Technique to the Analysis of Hispanic American Employment Problems as Related to Industrial Corporations and Universities

THE UNIVERSITY OF TOLEDO
TOLEDO, OHIO

R. V. Elicano

Grant 21-39-78-05
Project still in progress

Descriptors: HISPANIC AMERICANS; EMPLOYER PRACTICES AND POLICIES; ECONOMIC STATUS; OHIO

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-273 Occupational Mobility and the Process of Assimilation of Mexican Immigrants to San Antonio, Texas: A Longitudinal Analysis

THE UNIVERSITY OF TEXAS AT SAN ANTONIO
SAN ANTONIO, TEX.

Crandall Shifflett

Grant 21-48-78-06
Project still in progress

Descriptors: MEXICAN AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STATUS; IMMIGRANTS; TEXAS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-274 Institutional Barriers to Employment and Economic Mobility of Puerto Ricans in New York City

CORNELL UNIVERSITY
ITHACA, N.Y.

Lois S. Gray

Grant 21-36-78-09
Project still in progress

Descriptors: PUERTO RICANS; HISPANIC AMERICANS; DISCRIMINATION; INDUSTRY PRACTICES; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-275 The Human Capital Model and Discrimination: the Roles of Schooling, Experience, and Functional Literacy in Texas

SOUTHWEST EDUCATIONAL DEVELOPMENT LABORATORY
AUSTIN, TEX.

Stuart Greenfield

Grant 21-48-78-12
Project still in progress

Descriptors: HISPANIC AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; TEXAS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-276 INDUSTRIAL EMPLOYMENT OPPORTUNITIES AND THE HISPANIC COMMUNITY: THE CASE OF PILSEN

THE UNIVERSITY OF ILLINOIS
CHICAGO, ILL.

Robert Meir

Grant 21-17-78-13
Project still in progress

Descriptors: HISPANIC AMERICANS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; HUMAN SERVICE AGENCIES; ILLINOIS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-277 SEGMENTATION IN RURAL LABOR MARKETS: A STUDY OF THE EMPLOYMENT STATUS OF CHICANOS IN TWO CALIFORNIA TOWNS

THE UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Refugio Rochin

Grant 21-06-78-14
Project still in progress

Descriptors: MEXICAN AMERICANS; RURAL AREAS; ECONOMIC STATUS; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; CALIFORNIA

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-278 ANALYSIS OF CAREER PATTERNS AND PROBLEMS AMONG MEXICAN AMERICAN COLLEGE GRADUATES

THE UNIVERSITY OF TEXAS AT SAN ANTONIO
SAN ANTONIO, TEX.

Sammy B. Gould

Grant 21-48-78-15
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; CAREER PATTERNS; OCCUPATIONAL MOBILITY; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-279 A MODEL FOR SUCCESSFUL UTILIZATION OF EMPLOYMENT AND TRAINING RESOURCES BY CHICANO BARRIO ADDICTS AND EX-OFFENDERS

CHICANO PINTO RESEARCH, INC.
LOS ANGELES, CALIF.

Joan Moore

Grant 21-06-78-18
Project still in progress

Descriptors: EX-OFFENDERS; DRUG USERS; MEXICAN AMERICANS; EMPLOYABILITY DEVELOPMENT; CALIFORNIA

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-280 PRIVATE RETURNS ON INVESTMENT IN EDUCATION: AN ANALYSIS OF RETURNS TO MEXICAN AMERICANS GRADUATING FROM TEXAS A & I UNIVERSITY

TEXAS A & I UNIVERSITY
KINGSVILLE, TEX.

Joseph E. Rossman, Jr.

Grant 21-48-78-24
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

For a description of this project, see "Hispanic American Studies: Developmental Grant Awards for Conceptual Research on Labor Market Problems/Issues".

2-281 DETERMINANTS OF CHICANO ACCESS TO PROFESSIONAL, TECHNICAL, AND MANAGERIAL JOBS

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Louise B. Wolitz

Grant 21-48-77-22
Project still in progress

Descriptors: HISPANIC AMERICANS; MEXICAN AMERICANS; OCCUPATIONAL STATUS; AFFIRMATIVE ACTION PLANS; CAREER PATTERNS; TEXAS

This developmental study is aimed at providing a better understanding of labor market processes that enhance or impede access of Hispanic workers to primary jobs in the public and private sectors. The research is seeking to develop and explore hypotheses regarding barriers to professional, technical, and managerial jobs encountered by Mexican Americans as a result of employer recruitment, credentialing, selection, testing, and promotion practices. The study is also investigating the impact of affirmative action efforts, particularly in helping to reduce or remove barriers to obtaining primary jobs. While the project is operating in a single southwestern metropolitan area, it will develop hypotheses that could be tested in an expanded geographic area with high concentrations of Hispanic workers.

2-282 REDUCING STRUCTURAL UNEMPLOYMENT AMONG PUERTO RICANS: AN INVESTIGATION OF THE ROLE OF VOCATIONAL TRAINING PROGRAMS

CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Henry Cauvin

Grant 21-09-77-23
Project still in progress

Descriptors: HISPANIC AMERICANS; PUERTO RICANS; VOCATIONAL TRAINING

This project is analyzing existing survey data to improve understanding of the nature and extent of structural unemployment among Puerto Ricans in an urban setting. The grantee will assess the role and effectiveness of local job training and vocational education programs in preparing Puerto Ricans for successful participation in the Bridgeport labor market. The study will also include an assessment of local industry-worker profiles to identify occupations that give Puerto Ricans the best opportunity for employment and economic success.

2-283 Conceptual Model of the Management "Ethos" Experienced by the Hispanic Administrator and Factors Hindering Advancement to Higher Levels Within an Organization

PERSONNEL MANAGEMENT ASSOCIATION OF AZTLAN
SAN DIEGO, CALIF.

Adolpho Sanchez

Grant 21-06-77-25
Project still in progress

Descriptors: HISPANIC AMERICANS; DISCRIMINATION; ORGANIZATIONAL ENVIRONMENT; PERSONNEL ADMINISTRATION; UPGRADING

This project will seek to develop an understanding of organizational behavior processes and norms that affect the success of Hispanics in assuming or holding managerial positions. After specifying these processes, the study will try to determine the extent to which Hispanic staff participate in them. The grantee will also explore the extent to which conditions for success are different for Hispanic personnel than for other workers.

2-284 Factors Influencing the Participation of Elderly Spanish Surnamed Americans in CETA and Title IX of the Older Americans Act

COUNTY OF RIVERSIDE
RIVERSIDE, CALIF.

Alfredo M. Mirande

Grant 21-06-77-27
Project still in progress

Descriptors: HISPANIC AMERICANS; OLDER WORKERS; CETA SERVICES AND PLANNING; CALIFORNIA

Objectives of this project are to study the participation of elderly Hispanic Americans in titles I, II, and VI of CETA and title IX of the Older Americans Act; identify reasons for their low participation; and make recommendations aimed at increasing such participation. Program participants and a representative sample of elderly Hispanic Americans in Riverside County are being interviewed to determine the factors involved in program participation and nonparticipation. Program administrators and operators are also being consulted.

2-285 Migrant Outsettlement and the Urban Labor Market: A Socioeconomic Profile of Outsettled Chicano Families in Five Midwestern States

LEAGUE OF UNITED LATIN AMERICAN CITIZENS
SOUTH BEND, IND.

Flavio Vega

Grant 21-18-77-28
Project still in progress

Descriptors: HISPANIC AMERICANS; GEOGRAPHIC MOBILITY; SOCIODEMOGRAPHIC CHARACTERISTICS; MIGRANTS

This project is studying the characteristics of former migratory farmworker families who have successfully relocated to the Midwest and new occupations. A survey research questionnaire is being used to gather information on why families drop out of the migratory labor stream and what happens to them when they do. About 100 families in five Midwestern States are being interviewed. The sites selected for field research are: Aurora, Ill.; Marion, Ind.; Muscatine, Iowa; Holland, Mich.; and Kenosha, Wis. The researcher is gathering and analyzing detailed information on family members' characteristics, education and training experiences, and both farm and nonfarm employment and earnings records. This research is expected to show how thriving communities of former migrants of Hispanic origin take root in the Midwestern States.

2-286 Toward a Social Psychological Model of Chicano Vocational Outcomes

DENVER COMMUNITY DEVELOPMENT CORPORATION
DENVER, COLO.

Saundra Carmen Dohm and K. L. Berry

Grant 21-08-77-30
Project still in progress

Descriptors: HISPANIC AMERICANS; MEXICAN AMERICANS; CETA SERVICES AND PLANNING; SOCIOLOGICAL FACTORS

This developmental grant project is trying to develop a valid social psychological framework for understanding Chicano vocational disadvantage. Such a model is to be tested for use as a program tool in assigning participants to job training programs most likely to enhance their job success. The study will include a review of literature relevant to Chicano vocational outcomes and interviews with job training program staff and participants.

2-287 The Evolution of Career Objectives of Mexican American Youth

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Donald B. Holsinger and Ernest Y. Flores

Grant 21-04-77-31
Project still in progress

Descriptors: HISPANIC AMERICANS; MEXICAN AMERICANS; YOUTH; TRANSITION FROM SCHOOL TO WORK; CAREER ASPIRATIONS

This project concerns the patterns of school-to-work transition among Mexican American youth. It will attempt to provide an adequate and defensible concept of this transition for a cohort of Mexican American high school graduates (plus a non-Hispanic comparison group) based on data from the National Longitudinal Study (HEW/NLS) of the high school Class of 1972. The researchers will describe the personal and social background characteristics and the school, job training, and work activities that had the most influence on the career objectives of these youth. The study will also attempt to determine whether there are predictable and/or culturally distinct patterns in the evolution of career objectives that can be characterized as transition profiles.

The original developmental project has been expanded to include an analysis of a subsample of Mexican American male and female youth and a comparison group. The researchers will examine 1972, 1973, 1974, and 1976 interview data from

the HEW/NLS, using descriptive and associational statistical methods to trace the career formation and early labor market experiences of these youth. They will identify modal transition patterns and classify individuals into transition groups to establish a baseline for finding out what differences these patterns made in job status and income.

2-288 The U. S.-Mexico Border and the Border Industrialization Program

MEXICAN AMERICAN RESEARCH CENTER
AUSTIN, TEX.

Lorenzo Garibay

Grant 21-48-77-32
Project still in progress

Descriptors: HISPANIC AMERICANS; MEXICAN AMERICANS; FOREIGN EMPLOYMENT AND TRAINING POLICY; IMMIGRATION; INDUSTRY PRACTICES

This study will seek to provide an understanding of the Border Industrialization Program (BIP) and its effect on the U.S.-Mexican border economy. It will also try to determine the impact of the Mexican industrialization program on the flow of illegal immigrants to the United States. Finally, the grantee will assess the effectiveness of the BIP in alleviating employment problems along the border.

2-289 A Case Study Analysis of CETA Manpower Training Programs and Services Available to Spanish Speaking Clients

MIGRANTS IN ACTION
ST. PAUL, MINN.

Manuel Miranda

Grant 21-27-77-34
Project still in progress

Descriptors: HISPANIC AMERICANS; CETA PROGRAMS; ASSESSMENT AND EVALUATION; MINNESOTA

This developmental grant project will provide a case study assessment of CETA service delivery to Spanish-speaking clients in a Midwestern State. The study will include interviews with program staff and clients plus a review of available data on the clients' demographic characteristics and program outcomes.

2-290 The Labor Market Status of Mexican Americans in Hidalgo and Cameron Counties, Texas

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Charles J. Ellard

Grant 21-48-78-10
Project still in progress

Descriptors: EARNINGS; WORKING CONDITIONS; MINORITIES; RURAL AREAS; POVERTY AREAS; TEXAS

The purpose of this project is to produce a statistical planning and reference document on Hidalgo and Cameron Counties in Texas. Using existing data sources, the researcher will prepare a statistical profile describing the economic status of Mexican Americans in comparison with that of others in the study area.

2-291 An Analysis of the Earnings, Unemployment, and Hours Worked of the Major Hispanic Origin Groups in the U.S.

PRINCETON UNIVERSITY
PRINCETON, N.J.

Cordelia W. Reimers

Grant 21-34-78-60
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; ECONOMIC STATUS; DISCRIMINATION; EARNINGS; UNEMPLOYMENT

The objective of this research project is to analyze in detail the reasons for the income differentials between white non-Hispanics and each of five Hispanic origin groups—Mexicans, Puerto Ricans, Cubans, Central and South Americans, and other Hispanics. It will seek to determine how much of the difference in average earnings in 1969 and 1975 is explained by differing average characteristics and how much is due to a differing functional relationship between those characteristics and earnings or unemployment. This finding will suggest how important discrimination may be, relative to other factors, in reducing income and whether the 1969-75 trend in Hispanic/white non-Hispanic relative incomes is due to changing group characteristics or to a shift in the functional relations. Data sources will be the 1976 Survey of Income and Education and the 1970 Census of the Population, 1/100 and 1/1000 Public Use samples.

The results of this research are expected to indicate where efforts to help the different Hispanic American groups raise their incomes should be concentrated; e.g., on language training and orientation of recent arrivals, health care, enforcing anti-discrimination laws, child care services, area redevelopment, or education.

2-292 An Analysis of the Employment, Wages and Earnings of Hispanic Persons in the Government and Private Sectors, with Special Reference to Puerto Ricans

PUERTO RICAN LEGAL DEFENSE AND EDUCATION FUND, INC.
NEW YORK, N.Y.

John M. Abowd and Mark R. Killingsworth

Grant 21-36-78-61
Project still in progress

Descriptors: ECONOMIC STATUS; HISPANIC AMERICANS; PUERTO RICANS; WAGES; EARNINGS

This project will try to develop an econometric model for use in simultaneously analyzing: (1) The determinants of Hispanics' aggregate employment, unemployment, and nonparticipation in the labor force and (2) the determinants of the hiring, earnings, and wages of Hispanics in government and private industry. In formulating this model, the grantee will devote special attention to methods of estimating the effects of sex, ethnic background, and race on unemployment and labor force participation and on hiring, earnings, and wages in each sector.

To test the model, the grantee will use a variety of data sets, including census Public Use Samples, Current Population Survey tapes, and the Central Personnel Data File on Federal employees, collected by the U. S. Civil Service Commission (now the Office of Personnel Management). Finally, the grantee will discuss the public policy implications of the data estimates and recommend measures to further promote affirmative action in both the public and the private sectors.

2-293 Municipal Government Employment of Mexican Americans in the Southwest

ARIZONA STATE UNIVERSITY
TEMPE, ARIZONA

Albert Karnig

Grant 21-04-78-62
Project still in progress

Descriptors: HISPANIC AMERICANS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; SOUTHWESTERN STATES

The objectives of this research project are to measure, compare, and assess the share of public jobs held by Mexican Americans in southwestern cities and to evaluate factors that may help to account for differences among the cities in public sector employment of Mexican Americans.

The initial inquiry will concentrate on 129 southwestern cities and use aggregate data techniques to identify the linkages among: (1) Demographic factors; (2) socioeconomic factors; (3) governmental characteristics; (4) presence and extent of Chicano elected officials; (5) attempts at tax reduction and stabilization; (6) the extent and type of involvement in CETA programs; and (7) Mexican American employment, both temporary and permanent, in different city agencies.

The second part of the study will focus on five major southwestern cities with substantial Hispanic concentrations. The objective will be to probe more deeply into the determinants of Mexican American employment in these cities by: (1) Interviewing policymakers, representatives of interest groups, agency heads, and CETA personnel; (2) examining documents such as the city's affirmative action plan; (3) investigating the extent of the merit system, departures from reliance on written tests, and efforts to validate hiring criteria; (4) assessing ways of carrying out affirmative action programs, such as recruitment devices, counseling, and formalized opportunities to upgrade job-related education and skills; and (5) evaluating the effects of tax reduction efforts on Hispanic employment.

2-294 A Study of Educational Investment Returns and Labor Market Experiences of Mexican American College Graduates

KENT STATE UNIVERSITY
KENT, OHIO

Richard Raymond

Grant 21-39-78-64
Project still in progress

Descriptors: MEXICAN AMERICANS; COLLEGE GRADUATES; RETURNS ON EDUCATIONAL INVESTMENT; TEXAS

This grant project will consist of an extensive analysis of data collected in a 1966-74 survey of Pan American University college graduates. The researcher will investigate: (1) The determinants of income for college-educated Mexican Americans and Anglos; (2) the extent and causes of job discrimination against Mexican Americans; (3) differences between the two ethnic groups in the rates of return on investments in college educations; and (4) differences between college educated Mexican Americans and Anglos in job search patterns, job satisfaction, and economic mobility.

The study will also assess the potential effectiveness of public policies designed to mitigate or eliminate the effects of discrimination.

2-295 Discrimination Against Hispanic Americans in the Florida Labor Force: With Special Consideration to the Role of Education

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Richard H. P. Kraft and Ronald A. Lindahl

Grant 21-12-77-24
Project completed fiscal year 1978

Descriptors: HISPANIC AMERICANS; DISCRIMINATION; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC STATUS; FLORIDA

This project investigated the labor market status of Hispanic Americans in Florida. Using the 1970 Census Public Use Sample and the 1976 Annual Demographic File for Florida, the researchers compared the wages and occupational representation of Hispanic American men and women with comparable data on other workers. They used standard descriptive and inferential statistical techniques to investigate the relative importance of such variables as age, education, marital status, urban/rural residence, sector, and hours worked per year in determining the wages and occupations of Hispanic Americans.

While Hispanic American men were found to be well distributed throughout various occupations, women were heavily concentrated in clerical and operative jobs and poorly represented in managerial, transport, labor, farm, and private household occupations. The earnings return Hispanic American men received from their education appeared to peak with completion of high school, whereas the earnings of women generally were positively correlated with increased education. Hispanic Americans were heavily concentrated in urban areas, and well over 90 percent of the jobs they held were in the private sector.

The study showed that Florida's Hispanic Americans have limited interoccupational mobility. The women's earnings were well below the mean for all workers, although adjusting for educational level and hours worked per year appeared to raise these figures somewhat. Conversely, adjusting data from the 1976 sample, lowered the earnings of the men considerably below the mean. The study findings suggest that Hispanic Americans may indeed be affected by sex and ethnic biases in the labor market, as evidenced particularly in the analysis of comparative returns to educational investment.

July 1978

NTIS PB285820/AS

2-296 Measuring the Earnings Impact of Labor Market Programs on Hispanic Americans

UNIVERSITY OF KANSAS
LAWRENCE, KANS.

David E. Shulenburger and Charles E. Krider

Grant 21-20-77-26
Project completed fiscal year 1978

Descriptors: HISPANIC AMERICANS; PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVE (WIN) PROGRAM; CETA SERVICES AND PLANNING; ASSESSMENT AND EVALUATION; KANSAS

This developmental grant project was a pilot evaluation of the effect of the employment service (ES), the CETA balance-of-State program, and the Work Incentive (WIN) Program on the earnings of Hispanic Americans in Kansas. The evaluation process consisted of several steps. First, the investigators obtained samples, consisting of all persons served by the programs during the study period, from data files of the Kansas Department of Human Resources. Second, they selected control groups from the same data. For the ES and WIN, the control groups were taken from program applicants who were not served. Since data on applicants not served by the CETA program were unavailable, the investigators used ES regis-

trants as the CETA control group. In all instances, they used a linear discriminant function to select control groups that matched the treatment groups on a large number of demographic characteristics. Third, they constructed an earnings history for each person in the sample, using quarterly earnings data from the unemployment insurance base wage file. Fourth, they used Ordinary Least Squares regression analysis to estimate earnings impact.

A tentative finding of this pilot evaluation suggests that Hispanics experienced no significant increase in earnings as a result of participation in any of the programs studied. Average quarterly earnings after a program were no higher for surveyed participants than for similar Hispanics who were not served.

July 1978

NTIS PB284544/AS

2-297 A Labor Market Success Model of Young Male Hispanic Americans

LATIN AMERICAN COMMUNITY CENTER
WILMINGTON, DEL.

Paul Seidenstat

Grant 21-10-77-33
Project completed fiscal year 1978

Descriptors: HISPANIC AMERICANS; PUERTO RICANS; YOUTH; DELAWARE

This developmental grant study tried to develop a labor market success model for young male Hispanics in an urban setting. The researcher analyzed the background, career preparation, attitudes, and personal characteristics of young Hispanic men and examined their job search techniques, job training experience, and perceptions of job discrimination.

Project staff interviewed a sample of Puerto Rican men who had attended the eighth grade in two schools in a ghetto area of Wilmington, Del., in the 1966-71 period. They also interviewed two small control groups of blacks and whites from the same schools.

The researcher developed multiple regression models using wage levels and labor market success index as independent variables, which explained 64 percent of wage and success variations. The significant determinants of success were found to be years of schooling, number of dependents, and race, with additional schooling and number of children associated with higher earnings. At a lower level of significance, general work experience, years spent in Puerto Rico, and higher career aspirations were positively related to labor market success. Factors that had little effect on success included training, tenure on present job, work experience in school, grade point average, school behavior, and English skills.

April 1978

ETA

2D 4. OTHER MINORITIES

2-298 Employment Characteristics and Occupational Status of the Chinese in the United States

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Betty Lee Sung

Grant 21-36-73-13
Project completed fiscal year 1976

Descriptors: CHINESE AMERICANS; ECONOMIC ANALYSIS AND ECONOMETRICS; SOCIOECONOMIC STATUS; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION; GOVERNMENT POLICIES; IMMIGRATION

This project provided a basic body of statistical data about the Chinese in the United States while focusing on employment characteristics, cultural differences that affect the Chinese labor market experience, and recommendations to expand the occupational opportunities of Chinese Americans.

A special tabulation of the 1970 census, supplemented by data from other sources, provided information on demographic characteristics, income, education, immigration, geographical dispersion, unions, civil service, employment status, occupation, and discrimination.

The study pointed out that the Chinese population is polarized with large numbers at extreme ends of the educational and occupational ladders. Language barriers and noncitizenship handicapped new Chinese immigrants. Chinese workers were clustered in a narrow range of jobs such as restaurant work, engineering, and college teaching (for men), while women were concentrated in garment and clerical work. Chinese women tended to be underemployed compared with the rest of the female population.

Governmental service appeared to be the largest employer of Chinese workers whereas the Chinese were conspicuously absent from construction jobs. Unemployment rates among the Chinese were low since cultural emphasis was placed on "working" even if the job was beneath a worker's ability. Self-employment and small business enterprises were declining among the Chinese.

The study cited 27 separate recommendations for social scientists, government agencies, administrators, and social service organizations, emphasizing the inclusion of Chinese Americans in the provisions and benefits of minority programs. A reevaluation of current immigration laws was suggested to attain a more equitable mix of immigrants.

CHINESE AMERICAN MANPOWER AND EMPLOYMENT

September 1975

NTIS PB246259/AS
ETA *Worklife* magazine, March 1976
Also available from Praeger Publishers, "A Survey of Chinese American Manpower and Employment," September 1976

STATISTICAL PROFILE OF THE CHINESE IN THE UNITED STATES, 1970 CENSUS

October 1975

Report Descriptors: CHINESE AMERICANS; SOCIODEMOGRAPHIC CHARACTERISTICS; POPULATION; EARNINGS; STANDARD METROPOLITAN STATISTICAL AREA

NTIS PB256799/AS

ASIAN STUDIES MONOGRAPH I—RACIAL AND ETHNIC GROUP POPULATIONS BY CENSUS TRACT FOR THE SMSA OF NEW YORK CITY, 1970

September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS; NEW YORK, NEW YORK

NTIS PB258296/AS

ASIAN STUDIES MONOGRAPH II—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACT FOR SMSA'S OF HONOLULU, HOUSTON, LOS ANGELES, SACRAMENTO, SAN FRANCISCO, SEATTLE

September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS; STANDARD METROPOLITAN STATISTICAL AREA; NEW YORK, NEW YORK

NTIS PB258297/AS

ASIAN STUDIES MONOGRAPH III—RACIAL AND ETHNIC GROUP POPULATION BY CENSUS TRACT FOR SMSA'S OF BOSTON; CHICAGO; WASHINGTON, D.C., MARYLAND, AND VIRGINIA

September 1975

Report Descriptors: POPULATION; RACE; ETHNIC GROUPS; NEW YORK, NEW YORK

NTIS PB258298/AS

2-299 Minorities in the Labor Market

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

George L. Wilber

Grant 21-21-74-08
Project completed fiscal year 1976

Descriptors: INCOME; DISCRIMINATION; LABOR FORCE PARTICIPATION; MINORITIES; SPANISH-SPEAKING AMERICANS; INDIANS; OCCUPATIONAL MOBILITY; ORIENTALS

This study analyzed employment discrimination against Spanish Americans, American Indians, and American Orientals. The objectives were to: (1) Measure, describe, and assess labor force participation of the groups; (2) describe and explain their occupational achievement and occupational mobility; and (3) describe and explain their earnings from employment. Special attention was given to age and sex differentials and to the subgroups of the Spanish American population.

Information was from the 1-percent Public Use Sample of the 1970 census. Occupation scores were calculated to measure occupational achievement and mobility; an index of dissimilarity measured degrees of discrimination; and descriptive cross-tabulations, analysis of variance, and regression models measured factors related to labor force participation and accomplishments among the groups. The findings were compared with data on the blacks and the majority population groups.

The researchers found that overall: (1) Color-ethnic-sex inequalities in employment, occupational achievement, job mobility, and earnings permeated the American labor market. (2) When persons of Mexican, Puerto Rican, and Cuban origin and American Indians and blacks were compared with whites who had comparable levels of education and training, these inequalities diminish but do not disappear. (3) White women as well as women in these minority groups are subject to discrimination based on sex that is far more severe than color-ethnic discrimination. (4) Inequalities among women in the job market were comparatively small, and the status of these minority women was not consistently lower than that of white women. (5) Persons of Oriental descent in the United States generally compared favorably with whites in their labor force participation, employment, occupational achievement, job mobility, and earnings. Evidence from the 1970 census indicates that: (a) The status of Japanese and Chinese men and women is very much like that of white men and women, (b) Filipino men rank well below white men, but Filipino women tended to outrank white and all other women, (c) Korean men have achieved the highest occupational level and earnings in the United States, a record not matched by Korean women. These generally high levels of accomplishment were attributable to the educational attainment of the "new generation" of Orientals. Nevertheless, sex inequalities were prominent, with the earnings of Oriental men double those for Oriental women.

Additionally, comparisons of color-ethnic minorities in major regions and metropolitan areas in the United States indicated that (1) levels of employment, occupational achievement, and earnings differed by location, but that the overall rankings of minorities were not modified within areas, (2) levels of participation and achievement tended to be highest in areas where a minority is most numerous, one exception being Cubans in Miami, and (3) achievements of minorities in the labor market were more dependent on their minority characteristics and such determinants as their educational attainment than on their regional or metropolitan location. This part of the report (volume III) provided detailed data from the 1970 census for persons of Mexican, Puerto Rican, and Cuban descent and for Japanese, Chinese, and Filipinos in this country, as well as for American Indians and blacks.

VOLUME I, SPANISH AMERICANS AND INDIANS IN THE LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

NTIS PB250417/AS

VOLUME II, ORIENTALS IN THE AMERICAN LABOR MARKET

George L. Wilber, Robert J. Hagan, Daniel E. Saco, and Alfonso C. del Fierro, Jr.
January 1976

NTIS PB250418/AS

VOLUME III, METROPOLITAN AND REGIONAL INEQUALITIES AMONG MINORITIES IN THE LABOR MARKET

George L. Wilber and Robert J. Hagan
January 1976

Report Descriptors: MINORITIES; URBAN AREAS; LABOR FORCE PARTICIPATION; INCOME; DISCRIMINATION; OCCUPATIONAL MOBILITY

NTIS PB250419/AS

2-300 Factors Shaping Employment and Mobility Opportunities for Minority Workers

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eli Ginzberg and Kathy Lewis

Grant 21-36-77-21
Project still in progress

Descriptors: UPGRADING; SERVICE DELIVERY SYSTEMS; ECONOMIC POLICY; ELECTRONICS INDUSTRY; MINORITIES; HEALTH CARE INDUSTRY; MASSACHUSETTS, BOSTON; TEXAS, HOUSTON

This study will examine economic actions and interactions in the health care and electronics industries in Boston and Houston to identify governmental activities that help minority workers in obtaining jobs and career opportunities. It will focus on these two labor markets and industrial sectors to understand the processes by which minority workers are—and are not—absorbed into the employed labor force. The study will also concentrate on the hiring and mobility of minorities in local industrial economies.

A preliminary investigation of the Social Security Administration's Continuous Work History Sample showed that absorption of minority workers into the work force is increasing in industrial sectors across the United States and, in particular, in Boston and Houston from 1965 to 1975.

In each industrial and metropolitan study, the dependent variable will be the number and share of jobs provided to minority workers and the extent and rate of their upward mobility. The independent variables will be demographic shifts and other supply factors (such as numbers of trained minority and nonminority workers) producing alternative sources of labor supply; demand trends affecting the number, skill level, and composition of job opportunities; the operation of various labor market institutions, and the political stance of the community.

In addition to gauging the extent of minority employment and mobility in each industry and area, the project will analyze and assess the relative importance of the factors influencing the labor market experiences of minority workers.

2-301 CONFERENCE ON THE STATUS OF EMPLOYMENT, UNEMPLOYMENT AND UNDEREMPLOYMENT OF THE ASIAN/PACIFIC AMERICANS

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Manoranjan Dutta

Grant 21-34-78-42
Project still in progress

Descriptors: CONFERENCES; ASIAN/PACIFIC AMERICANS; LABOR MARKET BEHAVIOR; CAREER PATTERNS; UNEMPLOYMENT; UNDEREMPLOYMENT

A workshop is planned to bring together academicians and ethnic scholars representing the Japanese, Chinese, Filipinos, Koreans, Vietnamese, and Asian Indians to identify the employment-related problems of each group comprising the Asian/Pacific American population. Workshop participants are to recommend priorities for followup efforts and ways to identify and survey this population group. These findings are expected to assist Federal policymakers in developing effective remedial programs to meet the needs of the Asian/Pacific American minority.

2-302 JOB ADAPTATION OF HISPANIC, BLACK, AND WHITE MALE AND FEMALE EMPLOYEES

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Marcus Alexis and Nancy DiTomaso

Grant 21-17-78-66
Project still in progress

Descriptors: HISPANIC AMERICANS; INTERNAL LABOR MARKETS; EMPLOYER PRACTICES AND POLICIES; BLACK/WHITE; MALE/FEMALE

This study will try to improve understanding of internal labor market operations. Its primary objective is to compare the prejob and on-the-job experiences of Hispanic, black and white, male and female workers in three types of firms and to identify and describe the factors that contribute to their being "created" as successful or unsuccessful members of the labor force. The researchers will also compare a sample of workers in selected industries with a sample of people not in the labor force.

The major hypothesis of the study is that the job experiences of white men are disproportionately ones that enable them to be stable and competent workers, while women and members of minority groups disproportionately have job experiences that lead them to be less successful workers. (That is, they tend to have less mobility and less stable work patterns and to receive lower rewards than white male workers.)

2D 5. PROFESSIONAL AND TECHNICAL WORKERS

2-303 A STUDY OF THE REEMPLOYMENT AND UNEMPLOYMENT EXPERIENCES OF SCIENTISTS AND ENGINEERS LAID OFF FROM 62 AEROSPACE AND ELECTRONICS FIRMS IN THE SAN FRANCISCO BAY AREA DURING 1963-65

SAN JOSE STATE COLLEGE
SAN JOSE, CALIF.

R. P. Loomba

Contract 81-04-27
Project completed fiscal year 1967

Descriptors: EMPLOYMENT TERMINATION; DEFENSE WORKERS; ENGINEERS; SCIENTISTS; JOB SEARCH; CALIFORNIA, SAN FRANCISCO

This study analyzed the unemployment and reemployment experiences of a sample of 1,200 engineers and scientists permanently laid off by 62 defense-oriented aerospace and electronics companies in the San Francisco Bay area during 1963-65. The laid-off workers were sent mail questionnaires to ascertain their personal and social characteristics, nature and duration of education, employment history, income sources during layoff, and job search procedures.

More than half the laid-off engineers and scientists subsequently found reemployment in commercial jobs without undergoing retraining.

While unemployment insurance was the most common source of financial support during the layoff, in general it proved inadequate. More than half the engineers and scientists who remained unemployed for 4 weeks or less had to liquidate savings and investments.

Direct application to companies was the most efficient method used by the engineers and scientists in obtaining reemployment. Outplacement services offered by employers, although not commonly used, were relatively more efficient than private employment agencies, the public Employment Service, professional societies, or trade and professional magazines.

It appeared that defense employers did not give reasonable advance notice of pending layoffs to engineers and scientists. One-half of the engineers and scientists who were laid off by the defense-oriented companies received advance notice of less than 8 days.

1967

NTIS PB177350/AS
Also available from ERIC—ED 016103

2-304 ENGINEERS AND SCIENTISTS: A COMPARATIVE ANALYSIS OF PROFESSIONAL VALUES AND BEHAVIOR

PURDUE UNIVERSITY
LAFAYETTE, IND.

Carolyn Cummings Perrucci

Grant 91-16-66-28
Project completed fiscal year 1968

Descriptors: ENGINEERS; SCIENTISTS; WORK ATTITUDES; JOB PERFORMANCE; OCCUPATIONAL CLASSIFICATION

This study explored the question of whether scientists and engineers are professionals, and, if so, whether they are members of the same professional group. Data were collected by mail questionnaires from random samples of 3,523 Purdue University alumni who graduated between 1947 and 1964 with bachelor's, master's, and doctoral degrees in 11 engineering subgroups and four science subgroups.

The data were analyzed in terms of three criteria of occupational professionalism: (1) Adherence to scientific values such as interest in basic research, publication, and dissemination of research findings; (2) involvement in specialized work activities requiring relatively high levels of responsibility within the work setting; and (3) involvement in professional activities outside the organization, such as being a licensed member of an engineering or scientific occupation, having membership in national professional societies, applying for or holding patents, and writing books.

1968

NTIS PB178388/AS
Also available from ERIC—MP 000596; "Purdue Engineering Graduates of the Late Thirties," *Journal of Engineering Education*, December 1967; "Social Origins, Educational Contexts and Career Mobility," *American Sociological Review*, June 1970; "Engineering and the Class Structure," chapter 10 in *The Engineers and the Social System*, Wiley & Sons, New York, 1969

2-305 The Impact of Defense Contract Termination on the Labor Force

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Trevor Bain

Grant 91-03-66-39
Project completed fiscal year 1967

Descriptors: DEFENSE WORKERS; PROFESSIONALS; ENGINEERS; SCIENTISTS; EMPLOYMENT TERMINATION; ARIZONA, TUCSON

This project was concerned with the ability of current employment and training programs to meet the needs of workers displaced by defense contract cancellations. Findings were based on case studies of the reemployment experiences of personnel laid off by the Hughes Company plant in Tucson during cancellation of the mobile missile program. The Hughes work force had been recruited nationally and integrated into the relatively isolated city of Tucson, whose largest manufacturing firm is the Hughes plant. The area presented few comparable occupational choices for defense-oriented production, technical, and professional personnel. The extent to which employment and training programs were adaptable to this atypical situation was determined through statistical analysis of questionnaire and interview data already collected from a sample of the 2,300 employees whose jobs were terminated between 1963 and 1966.
1967

NTIS PB177873/AS

2-306 The Female Engineer and Scientist: Factors Associated with the Pursuit of a Professional Career

PURDUE UNIVERSITY
LAFAYETTE, IND.

Carolyn Cummings Perrucci

Grant 91-16-67-43
Project completed fiscal year 1969

Descriptors: WOMEN; PROFESSIONALS; ENGINEERS; SCIENTISTS; CAREER PATTERNS; MALE/FEMALE; CHILDSPACING

This study examined several factors thought to influence women's recruitment into and pursuit of careers in engineering and science. The basic data described 3,589 Purdue University alumni who graduated between 1947 and 1964 with bachelor's, master's, and doctoral degrees in 11 engineering subgroups and four science subgroups. All living women engineering graduates were contacted, for a total of 300 women respondents.

The researcher found few differences between men's and women's social and educational backgrounds. In employment experiences, however, major disparities occurred. Initial positions were relatively similar in technical and supervisory responsibility, but the men earned more than the women. The 38 percent of the women respondents employed in 1965 had advanced somewhat, but on the average held less responsible and lower paying jobs than the men who had begun working at the same time. The researcher considered this growing disparity during the career a potential deterrent for women who might consider entering the fields of engineering and science.

The researcher discerned some adaptations to the career role in marriage and childspacing patterns of women engineers and scientists.

The researcher also explored the possibility that technical knowledge grows obsolete during extended absences from the job (due to illness or childbearing) and that women are thus discouraged from returning to their professional careers. However, similar percentages of men and women of equal education reported lack of knowledge of emerging fields within engineering and science: the women were more likely to be out of date in engineering areas; less likely, in biological science areas.
1969

NTIS PB182149/AS

2-307 Unemployment Rates and Employment Characteristics For Scientists and Engineers, 1971

NATIONAL SCIENCE FOUNDATION
WASHINGTON, D.C.

Robert W. Cain

Contract 82-11-71-28
Project completed fiscal year 1972

Descriptors: UNEMPLOYMENT; SCIENTISTS; ENGINEERS; JOB LOSS; EMPLOYMENT PATTERNS

Because of a critical employment situation affecting the scientific and engineering community, the Department of Labor joined the Department of Defense and the National Science Foundation (NSF) in supporting this study of the employment and unemployment experience of scientists listed on the NSF National Register and a sample of 100,000 engineers affiliated with the Engineers Joint Council. Information was collected on the educational and professional background, fields of specialization, fields of employment, and other characteristics as needed to provide insights into the size and character of the unemployment problems of these groups as a basis for developing corrective action.

Major findings were:

1. In spring and early summer of 1971, 2.6 percent of the scientists and 3.0 percent of the engineers were unemployed compared with overall unemployment rates of about 6.0 percent during the same period.
2. The highest rates of unemployment were experienced by those who had been employed in space activities, with those in defense work next.
3. Over half the unemployed scientists were chemists and physicists.
4. Scientists and engineers with doctorates had much lower unemployment rates than the less educated; those without a bachelor's degree suffered the highest unemployment.
5. Scientists in research and development work were more likely to be unemployed than those in teaching or other activities.
6. Unemployment rates of engineers exceeded the average for all workers in three areas—Orange County, Calif., Boston, Mass., and Dallas-Fort Worth, Tex. Of all States, Washington had the highest unemployment for engineers.
7. Workers under 25 had the highest rate of unemployment of any age group, in both engineering and the sciences. Unemployment rates fell sharply until age 35 for both, but after that scientists fared much better than engineers; among the engineers, the rate of unemployment rose steadily with age, exceeding 4 percent for those 55 to 64 years old compared with 2.2 percent among those in their thirties.

1971

GPO NSF 72-307

Additional highlights of survey results are contained in *Unemployment Rates for Engineers*, June-July 1971 (NSF 71-33) and *Unemployment Rates For Scientists*, Spring 1971 (NSF 71-26), available from National Science Foundation, Washington, D.C.

2-308 An Analysis of Reemployment and Unemployment of Engineers Laid Off from NASA Aerospace Contracts Between June 1968 and October 1970

BUREAU OF THE CENSUS
WASHINGTON, D.C.

Thomas D. Brown

Contracts 82-11-71-30 and 20-25-73 03
Project completed fiscal year 1972

Descriptors: ENGINEERS; LAYOFFS; OLDER WORKERS; TRANSFERABILITY OF SKILLS; UNEMPLOYMENT; AEROSPACE INDUSTRY

This study analyzed the rate and nature of absorption into new fields of displaced aerospace workers, especially scientists and engineers.

A survey conducted in the spring and summer of 1971 elicited responses from 718 engineers laid off by employers that had contracts with the National Aeronautics and Space Administration. The most significant factors in reemployment were age, months since layoff, degree level, and geographic area of layoff. Engineers older than 54 had an unemployment rate of 45 percent, those between 25 and 34 only 19 percent. Engineers with a master's degree had an unemployment rate of 21 percent, those without a bachelor's degree a rate of 33 percent. Engineers laid off in California had an unemployment rate 4 percent higher than those in the Southeast and 13 percent higher than those elsewhere. As of the spring of 1971, 27.5 percent of the engineers were unemployed. Of those reemployed, only 53 percent got jobs as engineers and only 27 percent were back in the aerospace industry.
November 1972

NTIS PB213761/AS

2-309 THE EFFECTS OF UNEMPLOYMENT ON ENGINEERING CAREERS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Paul H. Thompson

Contract 81-25-72-10
Project completed fiscal year 1972

Descriptors: ENGINEERS; CAREER PATTERNS; UNEMPLOYMENT; LAYOFFS

In this study of the effects of layoffs and unemployment on engineering careers, few differences were found between those laid off and those retained in dimensions such as age, years of service, and salary level. However, those with the least education and and the lowest performance ratings were most likely to be laid off.

A questionnaire mailed to 950 engineers who had been laid off by eight different firms resulted in 480 useable responses. The employment status of the respondents in December 1971 was as follows: Aerospace engineering, 23 percent; nonaerospace engineering, 25 percent; engineering related jobs, 14 percent; nonengineering jobs, 14 percent; unemployed, 20 percent; not seeking employment, 3 percent.

Those still unemployed had comparable education and performance ratings with those employed in engineering but were older and had had higher salaries prior to layoff.

The respondents found reemployment most frequently though friends and former work associates; secondly, by individual contacts to employers; and thirdly, through public and private employment agencies. The major finding of this study was that those over 40 were most likely to encounter difficulty in finding reemployment.
November 1972
ETA

2-310 LABOR MARKET EXPERIENCE FOR ENGINEERS DURING PERIODS OF CHANGING DEMAND

CENTER FOR POLICY RESEARCH, INC.
NEW YORK, N.Y.

Trevor Bain

Grant 21-36-73-30
Project completed fiscal year 1974

Descriptors: ENGINEERS; SCIENTISTS; TECHNICIANS; LABOR SUPPLY PROJECTIONS; JOB SEARCH; STATE-OF-THE-ART PAPERS; LABOR MARKET BEHAVIOR; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; LABOR DEMAND; MONOGRAPHS

This project reviewed, analyzed, and synthesized: (1) Completed and ongoing research and development work sponsored mainly, but not exclusively, by the Manpower Administration; (2) selected operating programs; and (3) other relevant literature concerned with the demand for and supply of engineering, scientific, and technical personnel.

The project was divided into four phases. Phase I consisted of a review and analysis of relevant research and development reports and other literature, and interviews with researchers and potential users of the finished product. Phase II involved the preparation of a first draft of the report. Phase III was a 1-day seminar for researchers and practitioners. Phase IV involved the preparation of the final report.

The report summarized years of accumulated study by several researchers, as well as the principal investigator's own synthesis of their findings. Among the major findings were: (1) The demand for engineers was largely filled through local labor markets rather than through efforts of national job banks; (2) engineers were reluctant to move and did not show higher geographic mobility than other high talent professionals; (3) those unemployed as a result of aerospace cutbacks and decreases in defense spending most often turned to informal sources of job information in their immediate geographic areas; and (4) companies preferred to recruit engineers through informal leads in their immediate areas, since this reduced hiring costs and provided a better worker-job match.

A major recommendation of the study was that the unemployment problems of engineers and other high talent personnel should be tackled at the local level. Federal attention and projects to aid displaced engineers would be best focused at the local level where pockets of high unemployment might persist, despite low national levels.
November 1973

NTIS PB227220/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 35

2-311 THE STAFF SALARY STRUCTURE OF A LARGE URBAN UNIVERSITY WITH SPECIAL REFERENCES TO SEX DISCRIMINATION

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Nancy M. Gordon and Thomas E. Morton

Grant 91-42-73-32
Project completed fiscal year 1977

Descriptors: SEX DISCRIMINATION; WAGE DIFFERENTIALS; UNIVERSITIES AND COLLEGES; ECONOMIC ANALYSIS AND ECONOMETRICS

This research explored the nonfaculty staff salary structure of a large urban university for sex discrimination by considering: age, marital status, years at the university, education, job, and department. Existing salary differentials were examined by three approaches: (1) The university job titles; (2) a Department of Labor classification scheme; and (3) the researchers' own aggregation of job titles.

An econometric model was developed to apply to data on all full-time staff employees of the university. Regression analyses were run for each of the three approaches.

Each of the three analyses showed similar results in that sex discrimination was found. Women staff members were found to earn 7 to 17 percent less than men in the same positions. The findings also indicated that women earned 6 to 13 percent less

than the salary predicted for men with similar background characteristics.
July 1974

NTIS PB243623/AS

2-312 The Nursing Salary and Promotion Structure of a Large Urban Hospital With Special Reference to Employee Performance Variables

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Nancy M. Gordon and Thomas E. Morton

Grant 91-42-74-34
Project completed fiscal year 1976

Descriptors: NURSES; HOSPITALS; WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; UPGRADING; JOB PERFORMANCE

The study of the economic determinants of hiring, salary and promotion used existing information on 900 nurses at a large urban hospital over a 5-year period.

Regression analyses of these data yielded the following conclusions: blacks earned less than whites, married nurses less than single nurses, and salaries peaked with age. There were large differences by job classification. Experience and additional education were positively related to salary, while job performance variables showed little relationship to salary.

Nancy M. Gordon
July 1976

NTIS PB273829/AS

2-313 Lawyer Earnings and Barriers to Entry

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Malcolm Getz, John J. Siegfried, and Terry Calvani

Grant 91-47-77-11
Project still in progress

Descriptors: OCCUPATIONAL LICENSING; EARNINGS; TESTING; PROFESSIONALS; GEOGRAPHIC DIFFERENCES

The research is examining the extent to which lawyers' earnings are explained by the difficulty of admission to the State bar. Admission difficulty is estimated on the basis of: (1) Failure rate on the bar examinations of different States; (2) whether lawyers relocating from other States are required to take the bar examination in order to practice in the State; and (3) the fee charged an out-of-State lawyer to practice in the State. Factors such as cost of living, crime rate, environmental quality, commuting time to work, and variety of consumption opportunities are taken into account in evaluating intercity earnings differentials.

Data on earnings of associate lawyers are from a Bureau of the Census survey conducted in 1972. Data for other variables are being compiled from a variety of sources.

2-314 Job Relocation Among College Professors: Background Characteristics and Labor Market Effects

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Robert E. Kapsis and Paul Blumberg

Grant 91-36-78-51
Project still in progress

Descriptors: LABOR FORCE BEHAVIOR; CAREER PATTERNS; EMPLOYMENT PATTERNS; JOB SEARCH; JOB LOSS; UNIVERSITY OCCUPATIONS

The objectives of the study are: (1) To describe the types of jobs acquired by dismissed faculty and to determine the proportion who have left academic life altogether; (2) to isolate the factors that influence or predict whether an instructor leaves academia; (3) to determine the extent to which laid-off instructors currently employed in a nonacademic setting and those who have regained full-time academic employment differ in attitudes and psychology; and (4) to consider objectives 1 through 3 from the perspective of how an academic discipline's relationship to both the academic and the nonacademic labor markets may influence the job-relocation process.

To reach these objectives, the investigators sent a 91-item mail questionnaire in the fall of 1977 to 585 full-time teaching faculty at The City University of New York who were dismissed from their jobs in August 1976. The questionnaire probed for detailed information on such factors as job history, academic productivity, educational qualifications, and psychological well-being. Both path analytic and cross-tabulation procedures will be used to analyze the survey data.

The study should provide insight on the ways dismissed faculty regain academic employment and the sociopsychological characteristics of those who do not return.

2D 6. VETERANS AND RETIRED MILITARY PERSONNEL

2-315 The Employment of Retired Military Personnel

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D. C.

Laure M. Sharp and Albert D. Biderman
Project completed fiscal year 1967

Descriptors: RETIREMENT; TRANSFERABILITY OF SKILLS; MILITARY TRAINING; ARMED FORCES; VETERANS

In the first phase of this study of the transition of military retirees to civilian careers, the researchers used data for men who retired during May 1964 and conducted case studies—during the 4 months after separation—of a sample group of 300 who sought new jobs. In the second phase, the study drew on a Defense Department study covering a larger sample of retirees and a broader time period.

It was found that, prior to retirement, virtually all respondents anticipated second careers, but only 39 percent of the officers and 23 percent of the enlisted men reported jobs waiting for them. Furthermore, 6 months after retirement, about a fifth of the men were still seeking work. Those who were employed most often held relatively modest clerical or sales jobs. Nevertheless, longrun expectations were optimistic, even among those who still sought work.

The data did not support the common assumptions that military technical training enhances retirees' job prospects so that they can easily find jobs unless they are overambitious or are unwilling to relocate. Many respondents indicated a need for additional training to qualify for the first or a better job. Delays in jobseeking also caused employment difficulties.

NTIS AD646463/AS

ETA "OUT OF UNIFORM"—REPRINT FROM *Monthly Labor Review*, January and February 1967 (excerpts).
"The Employment of Retired Military Personnel", *American Vocational Journal*, Jan. 1969 (summary and evaluation); "The Convergence of Military and Civilian Occupational Structure—Evidence from Studies of Military Retired Employment", The *American Journal of Sociology*, Vol. 73, No. 4, Jan. 1968, pp. 381-399. ERIC—ED015326

2-316 Transferability of Military-Trained Medical Personnel to the Civilian Sector

ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Edward D. Hollander

Contract 81-09-68-01
Project completed fiscal year 1970

Descriptors: VETERANS; HEALTH OCCUPATIONS; TRANSFERABILITY OF SKILLS; LABOR MARKET BEHAVIOR

This research analyzed the flow of enlisted personnel from military medical departments to the civilian sector. A major phase of the study was a survey of 1,238 enlisted men (Army, Navy, and Air Force) with military medical assignments, who were interviewed in late 1968 and early 1969. They were equally divided between men scheduled for release in 1968 or 1969 and those released in 1965 or 1966 and between career men who had served at least 18 years and were turning 40 and drafted and enlisted men who had served one term of 2 to 4 years and were in their early 20's when separated.

Assuming that 30,000 medically trained men were released by the military in 1971, it was estimated that from 600 to 800 career men and 8,000 to 13,000 noncareer men interested in the civilian medical/health field would be unable to find acceptable positions. The estimate was derived by comparing the expectations of those still in service with the experience of those already separated.

When asked about obstacles to finding civilian medical/health jobs, the men emphasized pay levels and such hiring standards as educational requirements and lack of acceptance of military training and experience, which convinced many men that they would be ineligible for jobs at a level commensurate with their abilities.

Their opinions may reflect the dominant perceptions of hospitals as prospective employers. Only one-third of the noncareer men already separated had found jobs in hospitals, and groups where a high proportion of men were in direct patient care in hospitals had lower median earnings than men working in other jobs.

Some of the career men, the researcher believed, might be in a position to weigh heavily the nonmonetary satisfactions in allied health work, because of their retirement pay and benefits. For noncareer men, however, it will take not only satisfactory earnings but easier entry to suitable jobs and good prospects for advancement to entice more of them into the health service industry.

Recommendations were made to increase the transfer of health-related skills from military to civilian activities. The contractor subsequently conducted a project to test possible solutions to the problems faced by hospitals in recruiting and retaining veterans with health/medical training. (See contract 82-11-71-42.)
1970

NTIS PB192690/AS

2-317 Recent Second Career Patterns of Military Retirees

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Albert D. Biderman

Grant 91-09-69-31
Project completed fiscal year 1973

Descriptors: TRANSFERABILITY OF SKILLS; ARMED FORCES; ADJUSTMENT; CAREER PATTERNS; RETIREMENT; OCCUPATIONAL MOBILITY; SECOND CAREERS

This study sought to extend the findings of a study based on 1963 data, "The Employment of Retired Military Personnel," (contracts MDTA 16-63 and 18-08-26). In particular, emphasis was placed on determining whether, as suggested by earlier analyses, nondisability retired military professionals are encountering greater difficulty in obtaining second-career employment.

The researchers applied comparative analyses to 1963 and 1966 data sets collected by the Department of Defense and encountered problems of question consistency.

Analysis of the 1966 data indicated that unemployment among retired military professionals in that high employment year was notably higher than for comparable age groups in the general labor force. However, a large majority of nondisability retirees still entered the civilian labor market immediately or shortly after military retirement and most were successful in their search for civilian jobs. Retirees showed a proclivity for employment by large bureaucratic organizations and tended to concentrate in the same geographical area. To a considerable degree, second career employment experiences of military retirees during the period when the data were collected were a function of the coincidence of the large number of retiring cohorts, a generally buoyant economic period, and continued high levels of defense activity. When the study was completed in mid-1973, general unemployment had increased and the defense/aerospace sector of the economy was experiencing retrenchment. Thus, the author concluded that military retirees, already somewhat disadvantaged in comparison with their civilian peers, might then have been especially disadvantaged component of the civilian labor force.
June 1973
ETA

2-318 Facilitating Employment of Disabled Veterans

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Thurlow R. Wilson

Grant 21-51-73-46
Project completed fiscal year 1975

Descriptors: VETERANS; HANDICAPPED; JOB SEARCH; JOB PLACEMENT; GI BILL OF RIGHTS

To study employment problems facing disabled Vietnam-era veterans and ways of helping them find work, the researchers obtained information and comments from several sources, mainly from the veterans themselves. A mail survey of disabled veterans produced 7,800 responses. The sample was drawn in such a way that statistically defensible statements could be made about the disabled veteran population and about various subpopulations as well. In addition to the mail survey of disabled veterans, interviews were conducted with some of these veterans to learn more about their employment experiences. Also, small-scale studies were conducted to provide background information and perspective. Information was gathered from employers, representatives of national veterans' assistance organizations, State employment service personnel, State Veterans Employment Representatives, and Veterans Administration (VA) personnel. Finally, some outstanding programs for handicapped workers were examined to learn about various successful approaches in dealing with employment of the severely disabled.

For disabled Vietnam-era veterans as a whole, having a severe disability (as determined by the VA's disability rating) was associated with high unemployment, lower pay, and being out of the labor force and not in training. The disabled veteran most likely to be unemployed was a young, unmarried member of a minority group with less than 12 years of schooling.

Except for the college graduates, severely disabled veterans, whether defined by age, race, education, or marital status, had more difficulty than the slightly disabled veterans in finding a job and, if working, were working for lower pay. Among college graduates under 30 years of age, the differences between slightly and severely disabled veterans in employment (unemployment rate, type of job, rate of pay) were minimal. On the other hand, the effects of a severe disability were

especially pronounced among the high school dropouts. Among disabled veterans who were high school dropouts, those slightly disabled had an 18-percent unemployment rate compared with 31-percent for those severely disabled.

DISABLED VETERANS OF THE VIETNAM ERA: EMPLOYMENT PROBLEMS AND PROGRAMS

Thurlow R. Wilson, John A. Richards, and Deborah H. Bercini
January 1975

Report Descriptors: VETERANS; ARMED FORCES; TRAINING; VOCATIONAL GUIDANCE; HANDICAPPED; EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; HEALTH; MEN; SUPERVISION; LABOR MARKET BEHAVIOR

NTIS PB239433/AS

WANTED—JOBS WITH FAIR PAY FOR VETERANS WITH DISABILITIES

Thurlow R. Wilson and John A. Richards
December 1974

Report Descriptors: VETERANS; HANDICAPPED; VOCATIONAL GUIDANCE; EMPLOYER SERVICES; HEALTH; PUBLIC EMPLOYMENT SERVICE; HANDBOOKS
Available from Human Resources Research Organization, 300 North Washington St., Alexandria, Va. 22314.

2D 7. WELFARE RECIPIENTS AND LOW-WAGE WORKERS

2-319 Low-Wage Employment: An Inventory and an Assessment

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert Evans, Jr. and George E. Delehanty

Grant 91-20-06
Project completed fiscal year 1965

Descriptors: LOW-WAGE INDUSTRIES; LOW-WAGE JOBS; RETAIL TRADE; MANUFACTURING

This project investigated the low-wage sector of the economy and the probable effect on this sector of various policies to reduce poverty and create jobs. A number of hypotheses were examined which may help explain the functioning of low-wage labor groups.

An evaluation was made of the availability and suitability of various sources of data, and recommendations on obtaining other appropriate data as a basis for a larger research plan were presented.

Low-wage employment has been historically concentrated in seven manufacturing industries and retail trade; it has been concentrated geographically in the South Atlantic States. Low-wage manufacturing industries were characterized by slow rates of growth in employment and wages and low levels of productivity and industry profits. Low-wage workers usually held part-time, part-year jobs in services or manual labor. Educational levels appeared to be associated with differences in earnings across occupational lines, but the pattern was not so clear within groups.
1965

NTIS PB182072/AS
Also available from ERIC—MP 000591 "Low-Wage Industries and the Working Poor," *Poverty and Human Resources Abstract*, March-April 1968 (article).

2-320 Southern Newcomers to Cleveland: Work and Social Adjustment of Recently Arrived Residents of Low Income Neighborhoods

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Gene B. Petersen

Contract 81-09-66-27
Project completed fiscal year 1974

Descriptors: LOW INCOME; INMIGRANTS; LABOR MOBILITY; PROGRAM FOR EDUCATIONAL AND CULTURAL EXCELLENCE; OHIO, CLEVELAND

This three-phase project concerned the occupational adjustment in Cleveland of low-income southern inmigrants with less than 2 years or 2 to 5 years of residence. The project integrated research with an experimental program sponsored by the Manpower Administration. (See contracts 82-37-66-02 and 82-37-67-47.)

In phase I, the researchers indentified 1,600 low-income southern newcomers to Cleveland and interviewed them for information on their occupational adjustment. In phase II, the researcher referred selected recent inmigrants to PEACE (Programs for Educational and Cultural Excellence) for special services. In phase III, the researcher made a longitudinal examination of the conditions generating individual changes in work status and urban adjustment.

Preliminary findings included the following: (1) Low-income newcomers to the city generally had more education and training than did long-term, low-income residents; (2) black newcomers had more education, were younger, and were unmarried more often than their white counterparts, but whites held more skilled and higher paying jobs; and (3) men, both white and black, were better off than women in Cleveland.

The chief reason reported for moving was economic, for example, jobs and wages. Yet most of the newcomers' first jobs in Cleveland were as operatives (men) or in clerical and sales positions (women). This occupational pattern had not changed by the time of the phase III survey. Black men were still predominantly in operative occupations, but a number of white men had advanced into craft occupations or jobs as foremen.

Gen. B. Petersen, Laure M. Sharp, and Thomas F. Drury
April 1975
ETA

2-321 A Survey of Literature on the Working Poor

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Dawn Day Wachtel

Grant 91-24-67-05
Project completed fiscal year 1967

Descriptors: LOW-WAGE JOBS; POVERTY; LITERATURE REVIEW; SOCIODEMOGRAPHIC CHARACTERISTICS

While research on the employment conditions and experiences of marginal workers has not been ignored, the existing body of information has been in need of synthesis and organization. In this project, published and unpublished materials on the working poor were identified, classified, synthesized, and evaluated. Orientation of the survey was based on five key questions: Who are the working poor? What are the low-income jobs? Why are there low-income jobs? Why do some people become and remain marginal workers? What are the policy implications suggested by the literature on the working poor?
1967

NTIS PB178189/AS
Also available from ERIC—MP 000555

2-322 Work Adjustment Problems of Employed Low-Income Workers: Review of Professional Literature of the 1960's

BOSTON PLANNING DEPARTMENT
BOSTON, MASS.

Grant 92-23-67-16
Project completed fiscal year 1969

Descriptors: POVERTY; LITERATURE REVIEW; LOW-WAGE OCCUPATIONS; ENTRY-LEVEL EMPLOYEE PROBLEMS

This report was produced as a prelude to a project for preventing job loss because of so-called work-adjustment problems among the marginally employed. The premise was that early intervention and prevention must replace crisis intervention.

The report reviewed the recent professional literature on the nature and treatment of social and emotional problems underlying work-adjustment problems. It summarized and documented past and current intervention methods and probable future trends in programs for the rehabilitation of the maladjusted worker.
1971

NTIS PB199770/AS

2-323 Welfare Careers and Low-Wage Employment

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Louis A. Ferman and Joe A. Miller

Contract 51-24-69-05
Project completed fiscal year 1973

Descriptors: JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; WELFARE RECIPIENTS; POVERTY

This two-part study focused on the nature and extent of low-wage employment, especially among welfare recipients.

In the first part, information was obtained in the summer and autumn of 1970 in interviews with approximately 1,000 low-wage workers in Detroit, almost equally divided between working welfare recipients and nonrecipient workers in low-income neighborhoods. About one-fourth of these respondents were reinterviewed in the spring of 1971.

There was little difference in the personal characteristics and backgrounds of the two groups. However, the women on welfare tended to have shifted from household work to clerical or nonhousehold service jobs, whereas the nonrecipients had shifted into blue-collar jobs.

Neither education nor training had much influence on wage levels, although education was somewhat more important for women than men. Women were employed in a much narrower range of jobs, leading the researchers to conclude that sexism in low-wage employment reinforced racism, even after allowance for the larger role of personal and family problems in women's decisions to change or seek jobs. The women were younger and had fewer children than the men.

Although a majority of the respondents worked most of the time and at full-time jobs, work did not appreciably alter their economic resources or life situation. Hence, the researchers concluded that welfare was essentially a device for resolving instabilities and problems that occurred on a random basis in the low-wage worker population, not a way of life.

In the second part of the study, data from the 1967 Survey of Economic Opportunity for nearly 14,000 full-year, full-time workers were used to compare the average wages and the incidence of low wages for white men with those for white women, black men, and black women.

The central finding was that the average wage was 33 percent lower for black than for white men, 36 percent lower for white women, and 50 percent lower for black women. Only a small part of the wage differential could be attributed to differences in formal schooling or occupational distribution. Wage differentials were primarily a function of the industries in which the different groups were employed.
1973

NTIS PB221197/AS

LOW WAGES AND THE WORKING POOR

Barry Bluestone et al.
1973

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB STABILITY; DUAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; POVERTY

NTIS PB206095/AS

2-324 The Economic and Social Aspects of the Labor Force Behavior of Low-Income Families in Four Southern Rural Counties

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

John F. Adams

Grant 51-13-72-10
Project completed fiscal year 1977

Descriptors: LOW INCOME; RURAL AREAS; LABOR FORCE BEHAVIOR; WELFARE PROGRAMS; GEORGIA; LOUISIANA; MISSISSIPPI; TEXAS

This study assessed the economic and social characteristics of labor force behavior of low-income families in four southern rural counties in order to formulate policy with respect to employment and training programs for the disadvantaged.

A household survey of sample populations was taken in Dodge County, Ga., Natchitoches Parish, La., Sunflower County, Miss., and Starr County, Tex., to collect socioeconomic and demographic data. Additional data on the counties were drawn from secondary sources, including the Bureau of the Census, the Department of Labor, and State, county, and local agencies. The survey and analysis were conducted by teams from Georgia State University, Atlanta, Ga.; Southern University A&M College, Baton Rouge, La.; University of Mississippi, Oxford, Miss.; and The University of Texas, Austin, Tex.

An important finding was that there was a shortage of jobs paying sufficient wages to enable workers to earn adequate incomes. Corollary to this was the finding that welfare reform of the type proposed in the Family Assistance Plan would have a significant beneficial impact on many low-income families and the overall economy of the rural South.

LABOR MARKETS IN THE RURAL SOUTH: A STUDY BASED ON FOUR RURAL SOUTHERN COUNTIES

John F. Adams, Vernon M. Briggs, Jr., Brian Scott Rungeling, Lewis H. Smith, and Roosevelt Steptoe
February 1977

NTIS PB264931/AS

APPENDICES TO SOUTHERN RURAL COUNTY LABOR FORCE STUDY

APPENDICES A, B, C, & D

John F. Adams, Maurice E. McDonald, Roosevelt Steptoe, Vernon M. Briggs, Jr., Brian Rungeling, and Lewis H. Smith
July 19[illegible]

ETA

2-325 A Case Study of Certain Casual Labor Patterns in Selected Geographic Areas

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Charles C. Kim

Contract 82-11-72-26
Project completed fiscal year 1973

Descriptors: CASUAL LABORERS; MEN; EMPLOYMENT PATTERNS; SECONDARY LABOR FORCE; TEMPORARY EMPLOYMENT; JOB SEARCH; LABOR MARKET BEHAVIOR; WAGES; DISTRICT OF COLUMBIA; CALIFORNIA, LOS ANGELES

Using data gathered through personal interviews with casual laborers at street-corner shape-up points in Washington, D.C., and Los Angeles, this study attempted to identify the characteristics of adult men who do not work regularly and the barriers, if any, to their obtaining full-time regular employment. The analysis focused primarily on job skills, employment patterns, and job search methods, with limited information on the communication network by which casual laborers find and change jobs within the system.

The researchers found little evidence to support the "derelict" transient tendencies sometimes attributed to this group. Health, arrest records, drinking, personal motivation, and education were not found to be significant restrictive factors to full-time employment. Rather, it was the laborer's own choice of his unstable work situation and his unwillingness to accept lower paying, full-time work that determined his condition.
January 1973
ETA

2-326 The Intergenerational Transfer of Poverty

THE URBAN INSTITUTE
WASHINGTON, D.C.

Frank S. Levy

Contract 51-11-78-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SOCIAL MOBILITY; AID TO FAMILIES WITH DEPENDENT CHILDREN

This project will use the Michigan Survey Research Center's Panel Study of Income Dynamics for the years 1967 to 1975 to investigate the extent to which poverty and welfare status are transmitted from one generation to the next. The following basic issues will be addressed: (1) What is the relationship between growing up in a female-headed household on welfare and the likelihood that welfare dependency will be transmitted from one generation to the next? (2) What is the relationship between the wages of fathers and sons, and mothers and daughters, and to what extent are low-wage rates transmitted from one generation to the next? (3) What is the relationship of unemployment between fathers and sons and what are the influences of family characteristics on the sons' emergence into the adult labor markets? (4) Are young women similarly tracked into experiences of systematic adult unemployment as they go from the teenage labor market into the adult labor market? (5) To what extent do children of poor families form nonpoor households?

2D 8. WOMEN

2-327 National Survey of Child-Care Arrangements of Working Mothers in the United States

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.
AND
SOCIAL AND REHABILITATION SERVICE AND THE CHILDREN'S BUREAU, DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE

Pearl G. Spindler, Seth Low

Contract 81-08-08
Project completed fiscal year 1969

Descriptors: WOMEN; CHILD DAY CARE; CHILDREN; MOTHERS; LABOR FORCE PARTICIPATION

This study examined arrangements made by working mothers for care of their children, by means of supplementary questions in the Current Population Survey for February 1965. In the resulting tabulations, the data were classified by the characteristics of both the mothers and the children.

More than 6 million mothers who had at least one child under the age of 14 living with them reported that they had worked 27 weeks or more in 1964, either full or part time. Some 12 percent of the mothers were heads of households; 84 percent were living with their husbands.

Nearly half of their 12.3 million children were cared for in their own homes while their mothers were working, by a relative other than the father (21 percent of the children), by the father (15 percent), or by a nonrelative (9 percent). Of the children cared for by a relative other than the father, nearly two-fifths were attended by a person under 16 years of age, presumably a brother or sister, or by a person at least 65 years old, presumably a grandparent. Half of the nonrelatives caring for children had no other duties; the other half were housekeepers or maids in addition to caring for children.

More than a fourth of the children either were looked after by the mother while she was working (13 percent), usually in a family business or on a farm, or did not require special arrangements because the mother worked only during school hours (15 percent).

Nearly one-sixth were cared for in someone else's home; about half of these were in a relative's home.

About 8 percent of the children cared for themselves while their mothers were at work; although half of these children were either 12 or 13 years old, several thousand of them were under the age of 6.

Only 3 percent of the children received group care in a day-care center, nursery school, or similar facility (including someone else's home where a nonrelative cares for six or more children other than her own).

Child-care arrangements usually covered all of the time the mother was away at work. However, 11 percent of the children required supplementary arrangements, generally in the child's own home. More than a fourth of the children in group-care centers required supplementary arrangements.
1969
ETA

2-328 Choice: Challenge for Modern Women

NATIONAL EDUCATIONAL TELEVISION AND RADIO CENTER
NEW YORK, N.Y.

Henry C. Alter

Contract 81-34-66-28
Project completed fiscal year 1967

Descriptors: WOMEN; EMPLOYMENT OPPORTUNITIES; LABOR FORCE PARTICIPATION

Under this contract, a series of 12 half-hour television panel discussion programs, entitled "Choice: Challenge for Modern Women," was made available for national distribution among educational television stations. The series, originally produced on videotape by the University of California Extension Service in conjunction with a local area television station, presented panel discussions on a broad range of questions pertinent to the role of women in contemporary society. It was anticipated that

broader dissemination of this information would promote fuller utilization of the Nation's trained womanpower.
1967
Available from N.E.T., 10 Columbus Circle, New York, N.Y. 10019

2-329 Social Factors Affecting Utilization and Mobilization of Trained Personnel in Elite Occupations

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Cynthia Fuchs Epstein

Grant 91-34-68-26
Project completed fiscal year 1972

Descriptors: SOCIOLOGICAL FACTORS; ELITE OCCUPATIONS; WOMEN; PROFESSIONALS; SEX DISCRIMINATION

This project focused on the processes which both hinder and facilitate women's participation in professional careers as lawyers, doctors, scientists, and academics. Data were collected from interviews, the Bureau of the Census, and relevant national and international literature. The major product of the study—*Woman's Place: Options and Limits in Professional Careers*—is summarized here.

Research indicated that the small percentage of women who pursued male-dominated professions have experienced severe obstacles because a large proportion of both men and women in the United States thought women ought not to or cannot engage in professional activity. Examination of the solutions employed by professional women to overcome personal and professional obstacles to the pursuit of their careers revealed that the women by and large followed an idiosyncratic process in finding the means by which they could fulfill multiple roles.

The research further found that the socialization process imposed upon girls and young women as they are educated and enter work situations greatly influenced their occupational expectations and self-esteem.

The study noted that a worker's racial, ethnic, and sex status have always been crucial to his or her ability to acquire and perform occupational roles in American society. But the changes in occupational images and traditions which have begun breaking down racial and ethnic barriers were not found to have had the same effect on the sex barrier.

Several trends were noted which might lead to an increase in the number of women in professional life: (1) The accelerated rate at which women in underdeveloped countries have approached equality with men is likely to reinforce pressure for further improvement in the position of women in the industrial societies; (2) because the number (although not the proportion) of women in the male-dominated professions has increased, professional women are becoming more visible; and (3) the traditional prejudices vis-a-vis women do not prevail in many of the newer professional jobs associated with the growth of civil rights, poverty, and legal aid programs, community health programs, and developing areas of technology such as information retrieval.
1972
Available in *Woman's Place: Options and Limits in Professional Careers*, University of California Press, Berkeley, Calif. 94720; "Encountering the Male Establishment: Sex-Status Limits on Women's Careers in the Professions," *American Journal of Sociology*, 75, May 1970; *Women and Professional Careers: The Case of the Woman Lawyer*, University Microfilms, 300 North Zeeb Road, Ann Arbor, Mich. 48102

2-330 The Personality and Attitudinal Characteristics of Career and Homemaking Oriented Women

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Robert A. Mendelsohn

Grant 91-24-68-29
Project still in progress

Descriptors: ATTITUDES; WOMEN; CAREER PATTERNS; ATTAINMENT; ROLE MODELS; WORK ATTITUDES; ROLE CONFLICT

This investigation of personality characteristics, conceptions of masculine and femine roles, and bases of self-esteem is an attempt to explain why so few of the women who work have jobs commensurate with their capabilities.

A sample of 1,500 women and 500 men who graduated from Wayne State University are being given a personality test and asked to answer a questionnaire concerning their marital status and work experience. The analysis is attempting to establish differences between those women who are actively engaged in careers and those who are predominantly or exclusively homemakers and between these two groups and the men.

2-331 Effects of Background, Personality, College, and Postcollege Experience on Women's Postgraduate Employment

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Sandra S. Tangri

Grants 91-24-69-04, 91-24-69-47, and 91-34-71-02
Project completed fiscal year 1974

Descriptors: COLLEGE GRADUATES; CAREER GOALS; YOUNG WOMEN; ROLE MODELS; CAREER PATTERNS; FAMILIES; LABOR MARKET BEHAVIOR

This longitudinal study followed up on a sample of 200 women in the third year after their graduation, to obtain data for comparison with the researcher's earlier study of the occupational aspirations they had expressed during college.

The time span for the present study was from their senior year in college in 1967 to their widely dispersed lives in 1970. The study focused on their occupational and educational aspirations and experiences, and the determinants of these. Of the initial sample of 200 women, 152 were relocated 3 years after graduation. These were about equally distributed among the three groups: role innovators (women who aspired to what have been male-dominated occupations); traditionals (women who aspired to traditionally female-dominated occupations); and moderates (those whose aspirations lay between these poles).

Most of the women had married, most were taking advanced courses or were in degree programs, half were working full time, one-sixth were studying full time, about one-fifth were full-time housewives (all of them mothers of very young children). There had been a general shift toward more traditional activities, but aspirations in 1970 indicated a second and larger shift in the future toward more innovative activities. There had been a significant increase in conflict felt between marriage and a career, an increase in commitment to working, and a significant decrease in the number of children desired (even by mothers). There had been considerable experience with discrimination in both educational pursuits and employment among the innovators. The best predictor of innovation in 1970, aside from recent motherhood, was the occupational aspiration in 1967. Several of the new measures developed in the original study remained strong predictors of 1970 innovativeness, including "Demand Character of the Future Husband" and "Implied Demand Character of the Wife's Future."
1974
ETA

2-332 Job and Gender: Sex and Occupational Prestige

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Peter H. Rossi

Grant 91-24-72-44
Project completed fiscal year 1974

Descriptors: SEX DIFFERENCES; OCCUPATIONAL STATUS; WOMEN'S OCCUPATIONS; ATTITUDES

This research project generated a set of occupational prestige scores for the occupations most frequently held by women and investigated whether the sex of the incumbent of any occupation affected the prestige score given it.

Data were obtained from a survey of households and students in Baltimore. Each respondent was given a card with a description of an occupation on it, and asked to place the card somewhere on the ladder of social standing between one (high) and nine (low). The resulting status measure thus was not a measure projected from income or educational data, but the most direct measure possible of the subjective collective ranking people would give to an individual's job. The study also controlled for several variables which could have affected the results.

The study found that achieved characteristics were much more important in determining occupational prestige than were other attributes. Household respondents increased women's status for being in the labor force, although not in unusual jobs. College sample members did not reward women in general more than men, but increased women's status in unusual jobs and gave some status decrement to women in traditionally female jobs. The person on welfare was universally rated at the bottom of the scale, but the status of the housewife fluctuated in accordance with variances in the test design.

Peter H. Rossi and Christine E. Bose
October 1973

NTIS PB224790/AS

2-333 WOMEN AND THE AMERICAN OCCUPATIONAL STRUCTURE

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Elizabeth M. Havens

Grants 91-48-73-35 and Grant 91-48-74-25
Project completed fiscal year 1978

Descriptors: WOMEN; MALE/FEMALE; OCCUPATIONAL STRUCTURE; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS

Following a review of related research, the investigator developed a comprehensive measure of women's labor force attachment. This measure, based on data from the National Longitudinal Surveys, described variations and determinants in the labor force participation patterns of mature American women.

In general, the empirical findings indicated that: (1) The labor force attachment of mature American women varied substantially and (2) this variation was significantly related to conditions of supply and demand. More specifically, on the supply side, health was more important for the labor force attachment of black women, while marriage, children, and subjective sex roles were more apt to determine the labor force atttachment of white women. On the demand side, past job rewards comprised the most important determinant of labor force attachment for all mature women.

April 1978

NTIS PB284344/AS

2-334 WORKSHOP ON RESEARCH NEEDED TO IMPROVE THE EMPLOYMENT AND EMPLOYABILITY OF WOMEN

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 20-11-74-28
Project completed fiscal year 1975

Descriptors: CONFERENCES; WOMEN; WOMEN'S OCCUPATIONS; EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; EMPLOYMENT OPPORTUNITIES; OCCUPATIONAL MOBILITY; PLANNING, RESEARCH, AND DEVELOPMENT; UPGRADING; MINORITIES; WORK SCHEDULES

The purpose of this 1-day workshop on the employment situation of women was to: (1) Review research needs already identified; (2) determine other areas in which research needs are unmet; and (3) establish priorities among these areas.

The project served as impetus for the preparation of a synthesis of R&D findings concerned with women workers, (See grant 21-11-75-15.) The report of the project itself consisted of the six papers presented at the workshop.

UPWARD MOBILITY FOR PRIVATE HOUSEHOLD WORKERS

David Chaplin
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; HOUSEHOLD WORKERS; LABOR MOBILITY; IMMIGRATION; PRIVATE EMPLOYMENT AGENCIES

NTIS PB257583/AS

All reports are available from the Information Office, Women's Bureau, Employment Standards Administration, Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.

PART-TIME WORK AND FLEXIBLE HOURS EMPLOYMENT

Carol S. Greenwald
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; PART-TIME EMPLOYMENT; WORK SCHEDULES

NTIS PB257622/AS

MINORITY GROUP WOMEN

Patricia C. Sexton
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; MINORITIES; BLACKS; CHINESE AMERICANS; INDIANS; SPANISH-SPEAKING AMERICANS
ETA

THE EARNINGS GAP: RESEARCH NEEDS AND ISSUES

Isabel V. Sawhill
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW; EARNINGS
ETA

BARRIERS TO ENTRY AND RE-ENTRY INTO THE LABOR FORCE

Carol L. Jusenius and Steven H. Sandell
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW; EMPLOYABILITY DEVELOPMENT

NTIS PB257621/AS

THE CONDITION OF WOMEN IN BLUE COLLAR, INDUSTRIAL AND SERVICE JOBS: A REVIEW OF RESEARCH AND PROPOSALS FOR RESEARCH, ACTION, AND POLICY

Pamela Roby
June 1974

Report Descriptors: WOMEN; PLANNING, RESEARCH, AND DEVELOPMENT; BLUE-COLLAR WORKERS; LITERATURE REVIEW; INDUSTRIAL WORKERS; SERVICE INDUSTRIES

NTIS PB257365/AS

2-335 Women Returning to Work and Their Interaction with a Temporary Help Service

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Richard D. Leone

Grant 21-42-74-11
Project completed fiscal year 1976

Descriptors: TEMPORARY HELP SERVICE; PART-TIME EMPLOYMENT; WOMEN; CLERICAL OCCUPATIONS; JOB MATCHING

The study examined the function of temporary help services (THS) in aiding jobless 22- to 55-year-old women back into employment. Focusing on a single labor market, the report identified the characteristics of THS employees; their work experiences before, during, and after affiliation with THS; and the factors contributing to their work patterns during each of these periods.

The 500 THS employees interviewed in this study were found to be better educated than the average female clerical jobholder. Reentrants might well have found jobs by applying directly to the employer, but they preferred the selectivity and flexibility of the temporary help arrangement.

The THS experience appeared to be most beneficial to working mothers, enabling them to reconcile the demands of work with child-care responsibilities, to contribute to household income, and to upgrade their skills.

The study found many reentrants to be underemployed while affiliated with THS. Workers perceived their wages to be the major drawback to THS employment, indicating they could have earned more if they had bypassed the THS.

Almost 20 percent of the THS employees found their THS experience served not only as a clearinghouse for job information but also as a means of permanent placement with former THS customers for whom they had worked.

The study recommended that employers identify and make available nonclerical, challenging occupations that lend themselves to temporary employment, restructuring and opening up to women some occupations formerly reserved for men. As public policies regarding discrimination against women are refined, companies might find hiring women in temporary positions in all occupations one method of complying with equal employment regulations, the researcher suggested.

Richard D. Leone and Donald R. Burke
May 1976

NTIS PB254338/AS

2-336 Women and Work

CENTER FOR COMMUNITY CHANGE
WASHINGTON, D.C.

Patricia C. Sexton

Grant 21-11-75-15
Project completed fiscal year 1976

Descriptors: STATE-OF-THE-ART PAPERS; WOMEN; MONOGRAPHS; PLANNING, RESEARCH, AND DEVELOPMENT

The purpose of this grant was to review, synthesize, and analyze R&D findings concerned with women workers. The researcher reviewed all completed and ongoing R&D work sponsored by the Employment and Training Administration, plus related literature that dealt with women and jobs, male-female wage differentials and causes, job discrimination, training and education bias, and accessibility to women of nontraditional occupations.

The R&D findings were summarized and recommendations were made concerning research areas in which information needs to be more fully developed. In addition, measures were called for to improve the clearly inferior position of women workers where research pointed the way.

December 1975
ETA R&D MONOGRAPH NO. 46, 1977

2-337 Women and Part-Week Work

AUBURN UNIVERSITY
AUBURN, ALABAMA

Ethel B. Jones

Contract 21-01-76-21
Project completed fiscal year 1978

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR MARKET BEHAVIOR; PART-TIME EMPLOYMENT; WORK SCHEDULES; WAGES

This report examined four aspects of the part-week employment of married women: The proportion holding part-week jobs; characteristics increasing the probability of part-week work; the wage effect of part-week employment in a woman's worklife history; and the impact on her unemployment experience. The data base was the National Longitudinal Surveys of young women (1968-73) and of mature women (1967-72).

Over a 6-year period, three of every five women who worked held part-week jobs. Their work histories usually showed both part- and full-week employment. The test of a household decisionmaking model found young children, more children, a higher income husband, a lower potential market wage, and poor health among significant factors increasing the probability of part-week employment. Intervals of part-week employment increased the current wage less than did full-week jobs. In fact, at particular periods of potential worklife, no work experience reduced future earnings less than did part-week employment. Compared with full-week employees, the part-time workers had a lower incidence of unemployment; the researchers found no consistent differences between the two groups in the duration or multiplicity of spells of unemployment.

Ethel B. Jones and James E. Long
March 1978

NTIS PB280737/AS

2-338 Sex Differences in Early Contingencies in Attainment

DUKE UNIVERSITY
DURHAM, N.C.

Alan C Kerckhoff

Grant 91-37-77-17
Project still in progress

Descriptors: EDUCATIONAL ATTAINMENT; OCCUPATIONAL STATUS; YOUNG WOMEN; SEX DIFFERENCES; SOCIODEMOGRAPHIC CHARACTERISTICS; NATIONAL LONGITUDINAL SURVEYS

This study is charting the process of status attainment by young women over a 4-year period. The Duncan "basic model" and the "Wisconsin model" are being used as analytic frameworks, but more refined data on the sequence of educational and occupational experiences will be introduced, along with the contingencies of marriage and parenthood, so that more elaborate models can be tested. The results of these analyses will be compared with the parallel results previously obtained from a similar sample of young men. (See grant 91-37-76-25.)

The investigator will try to answer the following questions: (1) Does early marriage have a depressing effect on women's educational attainment? (2) Whatever the effect of age at marriage, does early parenthood have a depressing effect on women's educational attainment? (3) Do such factors as social

origins, ability, early ambitions, marital and parenthood events, and the characteristics of the job(s) held explain which women return to school after leaving it? After finding these associations with educational attainment, the investigator will test their validity for specific groups: Do they apply equally to women of different socioeconomic origins and ability levels and to blacks and whites? (5) Are they the same for men and women?

Data for the study are being derived from the National Longitudinal Survey of the labor market experience of young women aged 14 to 24 at the beginning of the survey.

2-339 Employment, Income, Marriage, and Divorce in Two Cohorts of Women

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Andrew James Cherlin

Grant 91-24-77-24
Project completed fiscal year 1978

Descriptors: EMPLOYMENT; INCOME; NATIONAL LONGITUDINAL SURVEYS; WOMEN; MARITAL STABILITY

This study analyzed data from the National Longitudinal Surveys of young women and mature women on the following topics: (1) The postponement of marriage among women in their twenties; (2) the determinants of divorce and separation among young and mature women; (3) cohabitation and subsequent marriage; and (4) the reliability and validity of retrospective measures of family structure. The report contains a number of findings on the women's employment, earnings, work attitudes, educational attainment, and social, demographic, and economic characteristics. It shows that, from 1969 to 1975, the proportion of young women wanting to be housewives at age 35—as opposed to wanting to work outside the home—fell sharply, lowering the probability of marriage for these women. Employment and income are more important determinants of divorce and separation for women in their thirties and forties than for those in their twenties. Single, cohabitating women marry at about the same rate as do other single women.

June 1978
ETA

2-340 Measurement of Role Model Characteristics

GEORGE PEABODY COLLEGE FOR TEACHERS
NASHVILLE, TENN.

Barbara Strudler Wallston

Grant 91-47-77-38
Project still in progress

Descriptors: ROLE MODELS; WOMEN; TRANSITION FROM SCHOOL TO WORK; CAREER CHOICE

The objective of this research is to develop and validate role models, or behavior patterns, for women. These role models, of which valuing, encouraging, and receiving support from women have been selected as being most crucial in influencing women's career decisions, allow for consolidating individual characteristics and support forms that affect the career selections of women. Each role model measures and incorporates an increasing degree of support, from silent approval to active encouragement, by women for other women.

Two groups of women, one composed of graduate students and the other of working women, will provide the data base. A modified, multitrait, multimethod matrix approach will be utilized in validating each role model.

The application of these models should facilitate women's transition from school to work, assist women in returning to the work force, and encourage women to train for professional roles.

2-341 Male-Female Wage Differentials: The Theory and Estimation of Differential Overqualification

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert H. Frank

Grant 91-36-77-54
Project still in progress

Descriptors: SEX DIFFERENCES; WAGE DIFFERENTIALS; MALE/FEMALE; INCOME DIFFERENTIALS

To determine what portion of the historically unexplained male-female wage differential can be attributed to the fact that husbands' career considerations usually dictate the particular geographic labor market in which married couples locate, the researcher will make a comparison of male-female wage differentials estimated from a microeconomic wage equation for married persons working in labor markets of different size.

2-342 A Study of Women in Nontraditional Blue-Collar Jobs

WELLESLEY COLLEGE
WELLESLEY, MASS.

Brigid O'Farrell

Grant 21-25-78-21
Project still in progress

Descriptors: WOMEN; BLUE-COLLAR WORKERS; UPGRADING; WORK ATTITUDES; EMPLOYMENT OPPORTUNITIES; DISCRIMINATION

This study will explore women's interest in nontraditional blue-collar jobs and the barriers that limit their mobility. It will examine the relationship between women's traditional and nontraditional job choices and two barriers to selecting nontraditional work: (1) The perception that many of the jobs newly open to women are not desirable jobs for men or women and (2) the perceived lack of support for movement to these jobs. The researcher will study the relationship between these barriers and social, psychological, and demographic variables such as traditional attitudes, age, and family status.

The researcher will use a case study approach, combining intensive interview and small-scale survey techniques. She will collect the data from records and interviews of 60 persons in a company offering a wide variety of blue-collar and clerical jobs.

2D 9. YOUTH

2-343 Unemployment Among New Labor Market Entrants

STANFORD UNIVERSITY
STANFORD, CALIF.

Melvin W. Reder

Grants 91-05-66-53 and 91-05-68-34
Project completed fiscal year 1970

Descriptors: YOUTH; TRANSITION TO WORK; UNEMPLOYMENT; LABOR FORCE PARTICIPATION

This study examined the importance of certain aspects of labor force composition as a determinant of differences in frictional unemployment percentages. The study focused on: (1) The relative importance in the labor force of workers with a high "turnover propensity," and (2) the process by which individuals move into and out of employment. The study also

showed how the job allocating procedures of an economy serve to relate fluctuations in aggregate demand to changes in the level of unemployment and its distribution among various groups. The study summarized the evidence and explored the theoretical implications of the fact that a disproportionate share of total unemployment falls upon new workers (new entrants—and reentrants into the labor force—such as young people, recent rural-urban migrants, and workers intermittently attached to the labor force). It also contained a brief discussion of international differences in unemployment rates and of the limited evidence on the extent to which they result from differing proportions of new and other workers. The researcher also speculated on the role wage rigidity plays in the differences. *1969*

NTIS PB190485/AS
Also available as "The Theory of Frictional Unemployment," *Economica*, February 1969 (article); Reprint Series No. 2, Institute of Public Policy Analysis, Stanford University, Stanford, Calif. 94305.

2-344 Entry into the Labor Force: A Survey of Literature on the Experiences of Negro and White Youths

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Jeffry Piker

Grant 91-24-67-24
Project completed fiscal year 1968

Descriptors: LITERATURE REVIEW; LABOR FORCE BEHAVIOR; YOUTH; TRANSITION TO WORK; BLACK/WHITE

This report was a synthesis of some of the literature about the process by which black and white youth entered the labor force. It covered 179 studies, both national and local in scope, written within the last 15 years, and emphasized noncollege-educated youth.

The researcher sought material touching on any aspect of his conception of entry into the labor force: a process of personal movement from a nonwork to a work status. He considered this mobility affected by an individual's qualifications, aspirations, and expectations, as well as by institutional arrangements and organizational policies and practices. To the researcher, the entry process spanned the transition from youth to adulthood, school to work, and economic dependence to independence.

The researcher concluded that the causes, nature, and extent of racial inequality in the entry process are only vaguely understood. Furthermore, the studies he examined provided little information on the relative influence on entry of such factors as education and training, socioeconomic background, orientation toward work, and job information. The researcher criticized the literature as a whole for stressing outcomes rather than the process of the entry. In addition, he found that most studies relied on youth's anticipations and memories rather than on observation of actual behavior. *1968*

NTIS PB178909/AS
Also available from ERIC—MP 000560

2-345 Teenage Unemployment in Two Selected Rural Counties in the South

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.
AND
NORTH CAROLINA AGRICULTURAL AND TECHNICAL COLLEGE
GREENSBORO, N.C.

Charles H. Rogers, Leonard J. Hausman, Christopher Green, Walter R. Parker and Rudolph D. Artis

Contract 81-35-67-27 jointly sponsored with the U.S. Office of Education
Project completed fiscal year 1970

Descriptors: YOUTH; LABOR MARKET BEHAVIOR; RURAL AREAS; UNEMPLOYMENT; BLACK/WHITE; VOCATIONAL EDUCATION; NORTH CAROLINA

This study sought reasons for the high unemployment rate among teenagers in the rural South, especially among black youth. Information was obtained in early 1968 in two rural counties in North Carolina from 345 teenagers who had graduated or dropped out of high school in the 1966-67 school year on their employment experiences, knowledge of the job market, jobseeking techniques, attitude toward work, education and training, and social and family background. Interviews were also conducted with a sample of employers and school officials to evaluate job opportunities and to assess the adequacy of occupational training facilities.

Among the boys, the black/white differential in unemployment was not as great as expected. A larger proportion of black youth were, however, in low-wage, low-skill occupations, even though the blacks appeared to be more highly motivated, had gone further in school, and some had taken additional training in government programs. The white youth had taken more vocational courses in high school and more received additional training in apprenticeship, technical institutes, and company training programs.

No explanation could be adduced for the severe difficulties encountered by the black girls.

Many of the employers expressed reluctance to hire teenagers, citing lack of training, lack of stability and dependability, and uncertainty about the draft status of the young men.

Although some occupational training was offered in all schools, it was frequently limited to agriculture and home economics, especially in black schools, and seldom involved business and industry in planning the program. Occupational counseling in the schools was minimal and only four schools had a job placement service.

Recommendations were made to remedy these shortcomings. *1970*

NTIS PB188105/AS

2-346 Teenage Employment: A Study of Low Income Youth in Houston, Texas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.
AND
TEXAS SOUTHERN UNIVERSITY
HOUSTON, TEX.

Joseph E. Champagne and Robert L. Prater

Contract 81-46-68-02
Project completed fiscal year 1970

Descriptors: LABOR MARKET BEHAVIOR; YOUTH; LOW INCOME; HIRING PRACTICES; TEXAS, HOUSTON

This study of teenage employment in the Houston metropolitan area sought reasons for the disproportionately high rate of black teenage unemployment. A group of 256 black and white teenagers of low socioeconomic level, primarily 18-19 years of age, were interviewed in 1967 and 1968, approximately 1 year after they graduated from or dropped out of high school. (Efforts to get a random, representative sample failed.) Information was collected on their personal characteristics, family background, work history, educational background, and work attitudes and aspirations. Employers were contacted (13 by interview; 107 by questionnaire) to obtain their views on and experiences with hiring teenagers.

The youths' employment situation generally paralleled that found in other studies, with all differentials favoring the white over the black, the man over the woman, and the graduate

over the dropout (although white dropouts fared better than black graduates).

Employment of teenagers in the firms sampled was minimal, mostly in jobs requiring no specific skill, primarily because hiring standards emphasized previous work experience.
1972

NTIS PB186507/AS

2-347 TRANSITION FROM SCHOOL TO WORK IN SELECTED COUNTRIES

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Franz A. Groemping

Contract 81-09-68-08
Project completed fiscal year 1969

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; FOREIGN EMPLOYMENT AND TRAINING POLICY; LABOR MARKET BEHAVIOR; UNEMPLOYMENT; MINIMUM WAGE LAWS

This survey explored the reasons for the apparently easier transition from school to work in other countries (11 Western European nations, Israel, Japan, and Canada) than in the United States.

It suggested that lower rates of teenage unemployment in Western Europe reflected social attitudes as well as work-oriented institutions and practices. In addition, young persons were a relatively small part of the population and their participation in the labor force has decreased as years of schooling have increased.

Schooling of most students in Western Europe was highly job directed. After completing compulsory schooling at ages 14-16, the youth generally entered the labor force as apprentices or trainees or enrolled in a vocational school. Only a small minority entered employment which did not include any systematic training.

Those who needed vocational guidance and counseling usually received it through the public employment service. In the school, the employment service emphasized vocational orientation; outside the school, individual guidance, often combined with job placement.

Most European countries permitted employment of minors at less than minimum wage rates, thus encouraging employers to accept trainees.

This report was presented at a symposium on The Transition from School to Work (see 81-51-68-22) and is printed in the proceedings of that conference.
1969

NTIS PB182965/AS
Also available in *The Transition from School to Work: A Report Based on the Princeton Manpower Symposium*, May 9-10, 1968, pp. 132-138, Industrial Relations Section, Princeton University, Research Report Series No. 111

2-348 THE TRANSITION FROM SCHOOL TO WORK, A REPORT BASED ON THE PRINCETON MANPOWER SYMPOSIUM, MAY 9-10, 1968,

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Garth L. Mangum and Arnold Nemore

Contract 81-51-68-22
Project completed fiscal year 1969

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH PROGRAMS; PLANNING, RESEARCH, AND DEVELOPMENT; YOUTH; UNEMPLOYMENT; CONFERENCES

This report was based on a symposium to assess the dimensions of youth unemployment problems and to discuss the role and responsibilities of different institutions in remedial efforts. Approximately 60 experts from education, business, government, and unions participated.

The participants generally accepted the estimate that about a third of all youth—roughly 1 million persons a year—encountered serious problems in making the transition from school to work. Most agreed also that little was known about the process of transition or the obstacles encountered by youth. Proposed research topics included employer experiences with and attitudes toward hiring young people, subsidies for employer training programs, improved counseling services for noncollege-bound youth, and costs and benefits of different educational programs.

There was strong opposition to wage differentials for youth in regular employment, reflecting in part the prevailing view that the minimum wage had a comparatively unimportant impact on youth unemployment. However, it was felt that young trainees in high-wage industries might have been paid less than established rates, below the legal minimum.

There was widespread support for cooperative education programs; it was suggested that a major impediment to their growth was difficulty in finding qualified coordinators to direct them.

A high point of the symposium was a proposal for a "guaranteed training scheme" in which every person would have the right to 14 years of free education and training at any time in schools, employing institutions, or other appropriate organizations.

Nearly all participants favored an increase in the level of Federal support for vocational education, the public employment services, MDTA training, research and evaluation efforts, and other special education and training programs. There was a general feeling that the most suitable role for the Federal Government was as an initiator and that one of its major functions was to find new solutions to old problems and stimulate change.
1969

NTIS PB182965/AS
Also available in Research Report Series No. 111, Industrial Relations Section, Princeton University, New Jersey 08540

2-349 STUDENTS AND SUMMER JOBS; YOUNG WORKERS AND THEIR EARNINGS

BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Vera C. Perrella

Contract 41-0-001-09
Project completed fiscal year 1971

Descriptors: SUMMER JOBS; STUDENTS; EARNINGS; YOUTH; UNEMPLOYMENT

This two-part report on a survey of the summertime employment of students and of young workers' earnings, made in October 1969, indicated that 6.1 million students 16 to 21 years old entered the labor force for summer jobs during 1969. This number greatly exceeded the net increase of 3.7 million shown by the monthly labor force figures for the comparable group during that summer. In addition, another 3.5 million students had jobs not limited to the summer, so that altogether, 80 percent of the 12.1 million persons in this age group who were enrolled in school at the time of the October survey had been in the labor force that summer.

Roughly half of the students who entered the labor force for summer work were 16- and 17-year-olds—about half of all youth these ages. Their greater youth and inexperience relative to the 18- to 21-year-olds posed special problems, particularly for the blacks. Almost 1 of every 5 of the younger group, compared with 1 of 9 or 10 of the older group, never found a summer job. And nearly one-fourth of the 16- and 17-year-olds attributed their failure to find work to the fact that employers thought they were too young. Nearly half of the nearly 1 million students of all ages who could not find work said no jobs were available. Only one in eight turned down a job because it was too hard, they did not like the kind of work, the pay was too low, or the hours were not suitable.

Three-fifths of the students who had jobs worked more than 2 months during their summer vacations, with the older students and the men more likely to work as long as 9 weeks. Two-thirds of those who worked put in a full workweek, with the younger ones and the women more likely to be working less than 35 hours. Among the part-time workers, nearly one-third reported they wanted but could not find full-time work. This proportion was almost 40 percent among men and among blacks.

Over half of the men found summer jobs as laborers (farm and nonfarm) or as service workers; about one-fifth were white-collar workers and about the same proportion were craftsmen or operatives. Nearly half of the women were in white-collar jobs and almost two-fifths in service jobs (including private households). Relatively more of the black than of the white women were in clerical occupations, perhaps reflecting more extensive participation by blacks in various employment and training programs.

Nearly one-fifth of the students who held wage or salary jobs earned less than $100 during the summer, and about one-fourth earned $700 or more. Relatively more men than women and more whites than blacks were in the higher earnings brackets. The 16- and 17-year-old students earned less than their older fellow workers, mainly because the older ones tended to work longer hours and more weeks.

The second report on the survey covers the hourly rates of pay and the school and employment status of all 20.1 million of the 16- to 21-year-olds as of October 1969. At that time, the student labor force had shrunk to less than half its summer level of 9.6 million (including both those in the labor force for summer only jobs and those working during the summer at longer-term jobs). In October, only 39 percent of the 12.1 million students were in the labor force, compared with 72 percent of the 8 million nonstudents. The respective unemployment rates were 11.8 and 9.6 percent, representing 563,000 students and 556,000 nonstudents.

Like summer earnings, median hourly rates of pay in October rose with age and were lower for women than for men and for blacks than for whites. Students' pay rates were substantially lower than those of nonstudents, because of differences in age, occupation, industry, and weekly hours of work.

On the whole, the study portrayed a group of young people who were both strongly work-oriented and fairly realistic in their expectations.

STUDENTS AND SUMMER JOBS
1971
ETA AVAILABLE IN THE *Monthly Labor Review,* February 1971, pp. 55-61; *Special Labor Force Report No. 129,* U.S. Department of Labor, Bureau of Labor Statistics.

YOUNG WORKERS AND THEIR EARNINGS
1971
ETA AVAILABLE IN THE *Monthly Labor Review,* July 1971, pp. 3-11; *Special Labor Force Report No. 132,* U.S. Department of Labor, Bureau of Labor Statistics.

2-350 ENTRY INTO THE AMERICAN LABOR FORCE

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Michael D. Ornstein

Grant 91-24-71-01
Project completed fiscal year 1972

Descriptors: YOUNG MEN; TRANSITION TO WORK; CAREER PATTERNS; OCCUPATIONAL STATUS; EARNINGS; SOCIODEMOGRAPHIC CHARACTERISTICS; BLACK/WHITE

This study examined the factors that influenced the quality of jobs of American men at point of entry into the labor force and 1, 2, and 8 years later. Retrospective life history interviews, including education and employment histories, were conducted with 800 black and 800 white men between 30 and 39 years old. Job quality was determined by wages and occupational prestige. Point of entry was defined as "the first time an individual leaves full-time schooling for a continuous period of 17 months or more."

The level of educational attainment was found to have the greatest impact on job quality. Blacks had significantly less schooling than whites, and blacks with comparable amounts of education tended to get less prestigious jobs than whites. Starting wages also depended primarily on level of education, but blacks with lower levels of educational attainment secured jobs more readily. Employment history was relatively stable during the first 2 years of employment, although whites and more highly educated men shifted sooner than other men into new jobs of higher quality. Geographic region of employment affected wages but not job prestige. Family background appeared to influence the level of education rather than future employment *per se.* Blacks in the Armed Forces had significantly higher average job prestige than those in the civilian work force. The job quality of employment during the second year was found to be an excellent predictor of later occupational achievement.

Eight years after entry into the labor force the black-white gap in job quality widened, but educational attainment still exerted the greatest influence on job quality. The prestige and wages of employment at the 8-year mark were also affected by the prestige and wages of the job held at the 2-year point. Prestige continued to be most closely linked with level of education, but wages depended more on experience.

The author concluded that racial and class differences were a function of both institutions and individuals and noted the presence of institutional racism.
1972

NTIS PB211813/AS

2-351 EMPLOYMENT OF RECENT COLLEGE GRADUATES

BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Vera C. Perrella

Contract 81-11-71-18
Project completed fiscal year 1973

Descriptors: COLLEGE GRADUATES; CAREER PATTERNS; JOB SEARCH; OCCUPATIONAL MOBILITY; TRANSITION FROM SCHOOL TO WORK

This study examined job-related problems encountered by recent graduates in moving from college to career. In the October 1971 *Current Population Survey* the Bureau of the Census asked all members of the sample between the ages of 16 and 34 who received degrees from a college or university in 1970 or 1971 about their jobseeking efforts, the kind of job obtained or sought and its relationship to field of study, and the effect of a loose labor market on future plans and attitudes toward work. The Bureau of Labor Statistics designed the questionnaire, analyzed the data, and prepared the report.

The findings pointed to possible imbalances in the supply of, and demand for, professional workers. In their first jobs, about half of the employed degree recipients were doing work not directly related to their major field of study, most often because those were the only jobs they could find. By the time of the survey, however, large numbers of those originally in unrelated work had moved to related work, and about 70 percent of the employed considered their jobs to have career potential.

Almost 6 out of 10 degree recipients had no unemployment between graduation and their first job. They either continued in a job they had held while completing degree requirements (for example, teachers who were getting advanced degrees), had arranged for the job before getting their degree, or had found a job without having to look for one. Women were less likely than men to be in these circumstances, and only about one-third of those receiving degrees in the humanities and half of those in the social sciences experienced no unemployment before finding their first job.

Of the 43 percent who reported some unemployment after completing their degree requirements, about half found a job

within 4 weeks. However, approximately 6 percent of all 1970 and 1971 degree recipients spent 15 weeks or more searching for their first job. At the time of the survey, the unemployment rate for the degree recipients was more than 1-1/4 times that for the civilian labor force, but only about half that for 1970 and 1971 high school graduates who did not go on to college. Available as *Special Labor Force Report 151*. February 1973 *Monthly Labor Review* with supplementary tables, U.S. Department of Labor, Bureau of Labor Statistics, Washington, D.C. 20212

2-352 Academic Careers and Post-College Employment of Young Men

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Herman P. Miller

Grant 21-42-74-10
Project completed fiscal year 1975

Descriptors: CAREER PATTERNS; CAREER CHOICE; COLLEGE GRADUATES; LABOR MARKET BEHAVIOR; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study explored the relationships among college curriculums, work experience, and current work status of young men who were 14 to 24 years old in 1966. It assessed the factors related to career choice and those involved in curriculum shifts and differences between field of study and field of work.

The case study method was used here. The complete tape records of young men pursuing a college degree, or with a college degree, in the National Longitudinal Survey of Young Men were examined. The tapes covered the years 1966-71.

Each respondent's annual interviews were reviewed and generalizations made regarding the student's background, his occupational and educational goals, his postcollege work experience, his degree specialty, and other variables.

The project found that: (1) Many of the students made career changes that reflected a lack of knowledge of occupational options and personal capabilities; (2) many careers would be begun, terminated, and changed as a result of exogenous and accidental events completely outside the control of the student; (3) rather frequently, a young man's career goal appeared to be determined by the job he was currently doing and to be quite independent of any earlier aspirations; (4) higher education was clearly an effective channel of upward intergenerational mobility; and (5) there was ample evidence that an increasing proportion of students help support themselves by working during vacations and the school year.

Herman P. Miller and Stuart Garfinkle
September 1974

NTIS PB236228/AS

2-353 Early Career Contingencies in the Process of Status Attainment

DUKE UNIVERSITY
DURHAM, N.C.

Alan C. Kerckhoff

Grant 91-37-76-25
Project completed fiscal year 1977

Descriptors: EDUCATIONAL ATTAINMENT; OCCUPATIONAL STATUS; YOUNG MEN; DROPOUTS; FAMILIES; NATIONAL LONGITUDINAL SURVEYS

This research primarily determined the extent to which early career experiences influenced the overall educational and occupational attainments of young men, aged 14 to 24. Specific attention was given to the effects of marriage, parenthood, and breaks in educational experience on these men's attainments.

The data were drawn from the National Longitudinal Survey covering 4,000 young men of 14 to 24 years. Multiple regression techniques were employed in the analysis after controlling for age, race, and marital and school enrollment status.

No appreciable effects of parenthood were found. Early marriage tended to have a depressing effect on educational attainment and educational expectations and might be expected to have a similar effect on occupational attainment at a later point in these men's occupational careers.

Alan C. Kerckhoff and Alan A. Parrow
April 1977

NTIS PB274268/AS

2-354 The Youth Labor Market: A Dynamic Overview

BUREAU OF LABOR STATISTICS, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Joseph R. Antos and Wesley S. Mellow

Agreement 20-11-76-47
Project completed fiscal year 1978

Descriptors: YOUTH; WAGES; TURNOVER; UNEMPLOYMENT; LABOR FORCE BEHAVIOR; EMPLOYMENT PATTERNS; NATIONAL LONGITUDINAL SURVEYS

The project used 6 years of data from the National Longitudinal Surveys of young men and women to investigate changes that facilitate labor market success (or failure) of youth aged 18 to 24. The researchers looked at the following: (1) Factors that were significant in determining whether the youth were working, unemployed, out of the labor force, or attending college or post-high school training; (2) factors that explain different wage rates among full-time workers, e.g., labor market conditions; and (3) determinants of turnover, unemployment, and changes in wage rates induced by job changes.

The study found that productive capabilities were rewarded in the labor market. Education, training, and work experience all increased the worker's expected wage. Nevertheless, in a static setting, many young workers were in jobs below their capabilities. They were not permanently trapped in these jobs. Those initially identified as receiving wage discounts had above-average wage increases between surveys. Although particular types of turnover activity did not systematically affect wage growth, upward mobility was facilitated if the worker changed jobs. For job changers, duration of unemployment had no systematic impact on the wage received at the new job. However, substantial unemployment during the early years of labor market activity was associated with significantly lower rates of wage growth.

The framework assembled to analyze dynamic adjustments in the youth labor market also permitted concurrent analysis of the effects of changing aggregate economic conditions and race and sex discrimination. Here the major findings were: Deteriorating aggregate labor market conditions severely disrupted the youth labor market, increasing unemployment and depressing wage growth; blacks had a greater incidence of unemployment and received substantial wage discounts, with the discounts diminishing over the time period examined; and for both blacks and females, occupational and industrial status were largely responsible for their lower economic standing.

February 1978

NTIS PB283262/AS

2-355 The Changing Job Market for Young Persons

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Richard B. Freeman

Grant 21-25-78-19
Project still in progress

Descriptors: YOUTH; BLACKS; LABOR FORCE PARTICIPATION; EARNINGS; CAREER PATTERNS; UPGRADING

This study will use interviews and econometric analyses to investigate various aspects of the youth labor market. The researcher will attempt to: (1) Quantify major changes in the economic position of young persons, documenting these effects both overall and by such characteristics as sex and education; (2) explain the decline in the income of young relative to older workers in terms of changes in supply and demand relationships. To do so, the researcher will estimate the elasticity of substitution between younger and older workers; and (3) analyze the pattern of economic advancement of young persons entering the job market and assess the permanence of changes in their position. This analysis will include a comparison of promotion rates and college experiences for blacks and whites.

The study will evaluate the active market hypothesis that changes in the supply and demand balance have more effect on young workers than older ones with job tenure. Finally, it will consider the implication for education, employment, and training policy of changes in the relative number and economic status of young workers.

2-356 THE SCHOOL-TO-WORK TRANSITION OF NON-COLLEGE YOUNG PERSONS

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Stanley P. Stephenson, Jr.

Grant 28-42-78-54
Project still in progress

Descriptors: NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; YOUNG WOMEN; LABOR FORCE PARTICIPATION; EARNINGS; OCCUPATIONAL CHOICE

The researcher will examine the decisionmaking process of a group of young persons as they develop from full-time (noncollege) students into full-time workers. Using data from the National Longitudinal Study of the High School Class of 1972 and the young women's sample from the National Longitudinal Surveys, the researcher will: (1) Determine which personal attributes, such as educational and training background, and labor market conditions explain the movement of young persons from school enrollment to unemployment or employment; (2) determine the impact of previous unemployment on subsequent earnings and occupational choice, employment, and future unemployment; (3) examine, for women, the interaction between marital status, school enrollment, and labor force participation; and (4) find out the impact of the nature of the transition process on subsequent earnings and occupational choice. The main approaches to be used are tabular presentations of the data, multiple regression analysis, and the multinomial logit function.

2D 10. OTHER GROUPS OF WORKERS

2-357 A SURVEY OF THE EMPLOYMENT STATUS OF MENTALLY RETARDED ADULTS IN NEW YORK CITY

ASSOCIATION FOR THE HELP OF RETARDED CHILDREN
NEW YORK, N.Y.

Jack Tobias, Ida Alpert, and Arnold Birenbaum

Contract 81-31-21
Project completed fiscal year 1970

Descriptors: RETARDED; EMPLOYMENT; TRANSITION FROM SCHOOL TO WORK; NEW YORK, NEW YORK

This survey followed up a sample of approximately 400 young people who had completed special education classes for the retarded in New York City's public schools. School records were examined, home interviews were held with each subject, and psychological evaluations were made of a subsample.

The survey underscored the close relationship between poverty and retardation. More than half of the young people were from families receiving public welfare. Over 40 percent were members of families which had been involved in court actions, predominantly in criminal courts. A similar proportion were raised in families with one or both parents missing.

Serious problems were found in the schools' identification of the retarded. Over half of the retarded school population in New York City, particularly minority youth, were not so identified until after their 10th birthday. Moreover, enrollment in special classes for the retarded was far smaller than the likely incidence of retardation in the school population. On the other hand, a considerable number of children appeared to have been assigned erroneously to special classes, particularly Puerto Rican children, whose language difficulties rather than intellectual deficits probably accounted for their placement.

The study pointed up gaps in training and rehabilitation services for the retarded. It was found that, after leaving their special school programs, most retarded young people—more than 60 percent—did not take advantage of the training, counseling, and placement services of the State Division of Vocational Rehabilitation. Particularly, many of the blacks and Puerto Ricans who had never held a job since leaving school were not known to the rehabilitation agency.

The survey furnished new information concerning the employability and labor market problems of this population. Approximately 60 percent of the male respondents were engaged in competitive employment in a wide variety of occupations—the large majority, full time—at the time of the survey. However, the majority received wages of $1.50 per hour or less: only 11 percent were paid over $2.00 an hour. Since their potential for advancement to higher skill levels was minimal, prospects were dim that they could earn their way out of poverty. Furthermore, most were employed by small firms which had a high incidence of failure. The study also revealed significant underutilization of the retarded; more than 25 percent of the young men in the sample were either seeking work unsuccessfully or were able to work but had given up the job search. Less than 30 percent of the young women in the sample were engaged in competitive employment; only a few were in training or in sheltered workshops. Only one-fifth of the women were married.

RETARDATION, POVERTY, AND JOBS
September 1969

NTIS PB185574/AS
Also available in *Manpower*, Sept. 1969, pp. 30-32; Jack Tobias, "Vocational Adjustment of Young Retarded Adults," *Mental Retardation*, June 1970, pp.13-16.

VOCATIONAL ADJUSTMENT OF YOUNG RETARDED ADULTS
June 1970
Available in *Mental Retardation*, June 1970

2-358 EMPLOYMENT PROBLEMS OF RELEASED PRISONERS

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

George A. Pownall

Contract 81-19-37
Project completed fiscal year 1969

Descriptors: PRISONERS; PAROLE; PROBATION; EMPLOYMENT

This study investigated the employment problems and experiences of released prisoners in light of their educational background, work history, and vocational or work-related training in prison. Data were obtained from three separate surveys: Official records of a 10-percent sample of all released Federal prisoners under parole and mandatory release supervision on

June 30, 1964; official records and interviews of all Federal ex-prisoners under supervision in Baltimore and Philadelphia as of October 31, 1965; and interviews of all Federal ex-prisoners supervised by the Federal probation offices in the two cities at the time of release (October 1, 1965-march 31, 1966) and once a month thereafter, for 3 months.

The study found that released prisoners had a dismal employment record: 20 percent of those in the labor force had only part-time jobs, and 17 percent were unemployed. White men, married men, and men with higher education levels and good employment experience were more successful in getting jobs than their opposites.

The first 6 months after release were crucial to successful adjustment. Most prisoners, however, did not have jobs waiting at the time of release, and some prearranged jobs did not materialize because employment conditions had changed since they were arranged.

Recommendations to alleviate the postrelease problems of prisoners centered on work-release and vocational training programs, half-way houses, prison work assignments, placement, job development, and bonding.

Some of the recommendations were adopted by directors of training programs in correctional institutions, under section 251 of the Manpower Development and Training Act.
1969

NTIS PB183543/AS
Also available from ERIC—MP 000814

2-359 A Survey of Volunteer Work, November 1965

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Carl Rosenfeld

Contract 81-09-66-07
Project completed fiscal year 1968

Descriptors: VOLUNTEERS

The study tested the feasibility of obtaining national data on the numbers and types of persons doing unpaid volunteer work and on the amounts of time contributed by unpaid volunteer workers in such activities.

The required information was collected through individual questionnaires filled out by members of approximately 4,000 households as a supplement to the November 1965 *Current Population Survey*.
1968

NTIS PB178338/AS
ETA MANPOWER/AUTOMATION MONOGRAPH NO. 10, 1969
Also available from ERIC—MP 000625; "Volunteers: Report on an American Tradition," *Manpower*, Vol. 1, No. 3, April 1969, pp. 16-21 (article)

2-360 The Hard-Core Unemployed of Detroit: An Economic and Social Portrait

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Louis A. Ferman and others

Grant 91-24-67-56
Project completed fiscal year 1971

Descriptors: UNEMPLOYMENT; HARDCORE; SOCIODEMOGRAPHIC CHARACTERISTICS; MICHIGAN, DETROIT

This study used data from the Michigan Employment Security Commission for 2,114 Detroit residents who had been unemployed for 26 weeks or more in February 1962 and followup data for 260 of these persons in 1964.

Through the use of multiple classification analysis on data from the larger group, personal characteristics, background, and labor market attributes were ranked by their relative contribution to the length of unemployment. The two most important were the worker's previous industrial attachment (about one-third had worked in the auto industry) and the number of "employment aids" (such as a truck or car, tools, or a license) he had. Education and age ranked next, probably reflecting the high proportion of Detroit residents born and schooled in the South who had come to Detroit during the 1940's.

From the data on the smaller group, the researchers concluded that a longitudinal, rather than a cross-sectional, measure of unemployment would be superior for policy purposes.
1971

NTIS PB197321/AS

2-361 Ex-Offenders as Small Businessmen: Opportunities and Obstacles

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Leon Jansyn, Eric Kohlhof, Charles Sadowski, and Jackson Toby

Grant 91-32-68-74
Project completed fiscal year 1970

Descriptors: EX-OFFENDERS; OWNERS; NEW JERSEY

This study of former offenders' attempts to become self-employed sought to develop tentative guidelines for enhancing success through proper selection and assistance. It was based on interviews with 22 self-employed ex-offenders selected from the records of current parolees and former inmates of a rehabilitation facility in New Jersey.

The businesses established were retail food stores, service firms, a haberdashery, a job-lot sales firm, construction firms, an auto mechanic shop, and an industrial screwmachine operation. At the time of the study, 6 were judged successful, 10 marginally successful, and 6 failing, based largely on annual income and viability of the business. Two from the marginal group and one from the failure group had already given up their businesses.

The least successful seemed to feel that the business was not worth much hard work and that their fortunes were beyond their control. Most of the men in all groups had gone into business because they wanted to be self-reliant and free of supervision. Others wanted to keep for themselves all of the profits of their labor or to earn large amounts of money.

All but 2 men had experience in small business—7 as owners and 13 as employees.

None of the men was a member of a business organization, seeing little benefit in joining. And only four depended on people other than relatives. Nearly all acknowledged receiving some help from friends or family but usually did not credit their success to this assistance. The presence of wives seemed to be strongly related to success; all of the most successful and 6 of the 10 marginally successful were married, but only 1 of the least successful was married.

Success did not appear to be related to type of offense, number of convictions, or education, according to the researchers.
1972

NTIS PB186137/AS

2-362 Terminations; The Consequences of Job Loss

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Sidney Cobb and Robert P. Quinn

Grant 91-26-72-23
Project completed fiscal year 1978

Descriptors: EMPLOYMENT TERMINATION; ADJUSTMENT; LONGITUDINAL SURVEYS; HEALTH; JOB LOSS; MEN; PLANT SHUTDOWN; MICHIGAN

This project was a longitudinal study of the mental and physical health of men whose jobs were terminated by plant closings. The researchers followed 100 men and 74 controls from before plant closing until 24 months afterwards. Data were collected by specially trained public health nurses, who visited the men in their homes.

In the mental health sphere, changes were noted in the men's sense of deprivation, affective states, and self-identity. The extent of deprivation was influenced by the amount of unemployment and the number of job changes during the year and by social support. Affective states were less striking and consistent in any overall way in their response to termination stress. However, the men with more unemployment had strikingly more anxiety tension and some other variables were sensitive to the number of job changes and extent of social support.

Complaints about physical health were most prevalent during the period of anticipated plant closing. Physiological changes suggested an increased likelihood of coronary disease, diabetes, peptic ulcer, and gout. There was an increase in arthritis and hypertension, and three men suffered attacks of patchy baldness.

The men were reasonably successful in finding reemployment. Health-related factors were the dominant considerations, while age and education played a role only in complex ways, if at all. The authors recommended several ways of making the transition to new jobs more humane and effective.

Sidney Cobb and Stanislav V. Kasl
June 1978

NTIS PB282991/AS

2-363 The Addict and Ex-Addict in the World of Work: Job Finding Experiences and Performance in Employment

MASSACHUSETTS ADVOCACY CENTER
BOSTON, MASS.

Benjamin S. Hersey, Robert Rosenthal, and I. Ira Goldenberg

Grant 21-25-74-15
Project completed fiscal year 1977

Descriptors: DRUG USERS; ATTITUDES; REHABILITATION; VOCATIONAL GUIDANCE; NEW YORK, NEW YORK; MASSACHUSETTS, BOSTON

This study investigated areas critical to the understanding of how ex-addicts are prepared for, enter into, and perform in the world of work. These areas were: Labor market conditions in New York City and Boston; employment facilitating services available to addicts and ex-addicts through drug rehabilitation programs as perceived by program staff and clients; and employer reports and evaluations of clients' job performances. Surveys were conducted in both cities and questionnaires were administered to providers of services and to clients and employers. The methodological framework was designed to compare drug-free and methadone maintenance centers.

The analysis of the investigation indicated that the labor markets of the two cities offered limited options for meaningful, remunerative, and stable employment; employers were reluctant to hire ex-addicts; drug treatment programs were not structured, funded, or adequately staffed to provide employment services; clients relied on their own limited resources to obtain employment; and employed ex-addicts were rated above average in performance compared with nonaddicts.

On the basis of the study findings, the project staff recommended: (1) The analysis of local labor markets prior to the development of employment and training and placement programs for clients in drug treatment programs; (2) the provision of special employment and training resources to drug programs on an in-house basis; (3) the development of centralized job data banks for use in drug treatment programs; (4) the initiation of vocational alternatives, such as small businesses, through drug rehabilitation programs; and (5) the development of alternative drug rehabilitation models with private sector commitments to employ ex-addicts.
January 1977

NTIS PB263181/AS

2-364 Dual Worker Married Couples

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Graham L. Staines

Grant 91-26-75-28
Project still in progress

Descriptors: CAREER CHOICE; LIFESTYLES; MALE/FEMALE; PROFESSIONALS; WORKER TRAITS; FAMILIES

This project will investigate the family relationships of dual worker married couples and the effect of each worker's job on his or her spouse. The following issues are to be explored. (1) Whether the husband's job has more impact on his wife's well-being than her job has on his; (2) how the husband's work experiences compare with the wife's; and (3) how dual career couples compare with couples in which (a) only the husband has a career job and (b) both members work but are not involved in career jobs.

Analyses will be drawn from 250 couples who were interviewed for the 1969-70 Survey of Working Conditions. The effect of the husband's job on his wife's job, as well as her job's effect on his, will be assessed by statistical procedures that also take into account the effect of the wife's job on her own well-being. These analyses should indicate whose job has more impact.

2-365 Midlife Career Change: Patterns of Coping Response to Transitions in Employment

UNIVERSITY OF MASSACHUSETTS
BOSTON, MASS.

Samuel Osherson

Grant 91-25-75-41
Project still in progress

Descriptors: ADJUSTMENT; LIFESTYLES; MIDDLE-AGED WORKERS; OCCUPATIONAL MOBILITY; EMPLOYMENT PATTERNS

The object of this research is to provide insight into the process of midlife career change. A variety of adjustments are made by the individual in a job transition, and these adjustments can be potentially stressful events. Coping response theory will be combined with an ego functioning model to produce a model with 12 ego functions. Using this model, the researcher hopes to: (1) Determine the motivations underlying the decision to change careers at midlife; (2) understand sources of stress and difficulty in the process of midlife career change; and (3) assess adaptive and maladaptive patterns of coping response to this stress.

A clinical interview procedure will be used to obtain detailed life history information on individuals 40 to 60 years old who have changed careers. A content analysis will assess the level of ego functioning, both at the time of career change and at present.

3. DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

The approximately 400 projects that comprise this chapter touch on all features of federally sponsored employment and training programs—who the participants are, what kind of training or other employment assistance they receive, how services are delivered to them, who delivers them, what problems are encountered, what participants think of the programs, how they fare when they drop out or complete the programs, and so on. In addition, the projects examine related programs in apprenticeship, education, equal employment opportunity, and private sector training. They thus cover a broad section of the activities that are conducted to carry out the Nation's employment and training policy.

The projects included here are those in which the central focus was on developing an effective program or improving a program to meet a specific objective. This is not to imply that they made no contributions to policy, planning, or administration. They did. Projects that focused on developing a specific technique for broad application in program planning and administration are presented in chapter 4. Even under this somewhat restrictive classification scheme, this "program" chapter is the largest. In a mission-oriented R&D program, it could not be otherwise.

By the same token, this chapter includes a very large number of projects that made notable contributions to the development and evolution of regular employment and training programs. Many of them supported the development of legislation, regulations, and categorical programs for the provision of training and other employment services to population groups that experience the greatest difficulties in the labor market. Others became models for an entire program or for a major component of a program or otherwise contributed to improving program operations. Still others developed materials that were widely used in operating programs. Assessments of ongoing programs also contributed to program changes. And several projects were instrumental in bringing about changes in private sector employment and training practices. The list of R&D contributions to change in the field of employment and training could continue, but the purpose here is to suggest the R&D impact, not to catalog it.

Given the diversity and number of projects, this introductory section can do little more than suggest the flavor of the contents of each of the sections into which the chapter is divided and illuminate the organization of the material for the reader. The first section is concerned with the nature and extent of training possessed by the work force, which is a key consideration in the planning of employment and training programs. The next three sections deal with programs that are closely related to the Federal interest in employment and training but not conducted under the applicable legislation: apprenticeship, education, and equal employment opportunity. The fifth section covers mobility assistance projects. In the sixth, the topic is training and employment programs for specific occupations or industries. Public employment and job creation programs are covered in the seventh section. The eighth section, with ten subsections, covers programs specifically tailored to groups of persons who are among the most disadvantaged in the labor market. The ninth and final section contains upgrading and career development projects designed to help disadvantaged workers climb the job ladder. The remainder of this introductory section gives some further details on the contents of the respective sections.

A. THE RESERVOIR OF TRAINING

When the Manpower Development and Training Act (MDTA) became law in 1962, very little was known about the national stock of training or about how much and what kinds of training were necessary for most occupations. Accordingly, one of the first MDTA research projects, by Sophia Cooper and Carl Rosenfeld, was an inventory of how many workers had formal occupational training, where they acquired it, and whether they used it on their jobs. The most surprising findings were how little training workers had and how few of those who had such training were using it on the job at which they were working at the time. Most of the workers had learned their jobs by "picking up" the skills or through informal, on-the-job instruction (as distinct from formal company training courses). The study also indicated that training was highly correlated with education: nearly three-fourths of the workers with training had obtained it in high schools or educational institutions that required a high school diploma for admission. In combination, these findings posed serious questions about what type of training was feasible and for what occupations training should be given.

Several subsequent projects which attempted to obtain information from employers about their training activities round out this section.

B. APPRENTICESHIP AND OTHER TRAINING IN APPRENTICEABLE OCCUPATIONS

The projects in this section focused on improving and expanding the apprenticeship system. Notable progress came from a 1966 study by Ray Marshall and Vernon Briggs, Jr., "Negroes in Apprenticeship," which drew attention to techniques used by the Workers Defense League in New York City: outreach to recruit qualified blacks, intensive tutoring to help them pass entrance examinations, coaching on interviews with apprenticeship officials, and followup on placement and adjustment of successful applicants. So well had this method worked that it was transformed into the Department of Labor's Apprenticeship Outreach Program (AOP). Furthermore, the publicity given to the method through the study persuaded many unions to open their apprenticeship programs to blacks, bringing about a substantial increase in blacks' participation in apprenticeship.

Another breakthrough in apprenticeship came from a study by Charles Nye of why women were not admitted to apprenticeship in Wisconsin; it materially increased women's participation.

Subsequently, studies have been made of ways of shortening apprenticeship training, improving such facets of training as related instruction, update training for journeymen, and coupling apprenticeship with an A. A. degree. A recent project, by Henry Spille, developed a program that the union involved has since adopted.

C. EDUCATION

Problems encountered in the early training programs led to the 1963 MDTA amendment authorizing the provision of basic education for trainees who could not benefit from skill training until their educational deficiencies were remedied. Consequently, a sizable number of projects have centered on remedial education, both to develop curriculum materials and delivery

techniques (see ch. 4) and to explore the special needs of such groups as dyslexiacs.

Another group of education studies examined the relationship between specific kinds of education and success in the labor market, with special attention to population groups with above-average rates of unemployment and underemployment. A smaller number focused on improving vocational guidance in the schools, especially for girls and blacks, in the hope that it might direct them into fields where they would find better opportunities. The effectiveness of work-study programs both for reducing dropout rates and for increasing employment potentials also received attention. Finally, three projects explored means by which schools could gear vocational education more closely to the needs of the labor market. One of these studies, by Battelle Memorial Institute, compared course content with the knowledge needed to meet employers' standards for entry level jobs in several occupations commonly taught in vocational high schools.

D. EQUALIZING EMPLOYMENT OPPORTUNITIES

R&D work on employment discrimination was stimulated by the rising proportion of blacks and women who were enrolling in MDTA training programs and the coming into effect of the employment provisions of the Civil Rights Act of 1964. An early study by Louis Ferman, of the experience of 20 companies in adopting affirmative action plans, yielded guidelines employers could use to make such plans most effective. Some subsequent studies have assessed the success of different types of affirmative action plans. Others have developed and tested techniques for reducing discrimination in hiring and for overcoming the special difficulties that often confront minority business entrepreneurs. Among these, an outstanding "track record" has been chalked up in a series of projects in seven cities (most of them in the South) conducted by the Recruitment and Training Program, Inc., designed to place minority women in high level jobs. These projects adapted techniques from those revealed in the study, "Negroes in Apprenticeship"—using outreach to recruit well-qualified candidates, coaching them to produce favorable interview and test results, instructing them in resume preparation, and making them available for job openings developed by the project. Thus far, the seven-city projects have placed more than 1,750 minority women in occupations such as chemist, accountant, management trainee, and engineer. Employers regularly turn to the projects as a source of high quality applicants. Funding for this project now has been assumed by the Employment and Training Administration's Office of National Programs.

E. FACILITATING GEOGRAPHIC MOBILITY

The R&D activity in the field of mobility assistance was rooted in the directive in the 1965 MDTA amendments to determine the workability and value of financial and other assistance in helping unemployed workers with little prospect of steady employment in their home communities to move to unfilled jobs in labor shortage areas. To this end, demonstration mobility projects were launched in 28 states, beginning in 1965. Although the means employed in the various projects differed, they generally provided help to unemployed workers in learning about job vacancies and wage rates in other areas, obtaining those jobs, planning and arranging to move the families, paying for the move, and settling in the new community. The more than 14,000 workers relocated through these projects fell into two main groups: (1) Experienced, often skilled workers displaced by plant shutdowns, cutbacks, or technological change; and (2) marginal workers, usually from isolated rural areas or from city ghettos, where they could find only intermittent or no work. The reports on the projects summarized in this section describe the relocation process, give the results of the projects, and draw some conclusions based on their experience. The section also contains two separate reviews of this group of projects, one by Charles Fairchild and the other by Cilla Reesman and David Zimmerman.

A recent project, directed by John Herzog, on techniques for mobility assistance is an experiment in using job banks to help workers who cannot find jobs near home and who want to relocate. In this project, which is operating in 32 employment service offices in 8 Southern States, applicants receive information on out-of-area jobs, long-distance phone referrals, and grants for job search and relocation.

R&D work on mobility also covered migrant workers. The major project, by Abt Associates, Inc., on this subject—the 3-year Texas Migrant Demonstration Project—was the basis for the operational guidelines used in establishing the national migrant worker program.

F. INDUSTRY/OCCUPATION-SPECIFIC PROGRAMS

All of the projects concerning training and employment programs in particular occupations or industries were initiated under the MDTA or the Economic Opportunity Act.

Most of the early projects concentrated on health occupations, coupling efforts to satisfy both the job needs of disadvantaged workers and the personnel needs of the growing health-care industries. Some projects emphasized the preparation and granting of credentials to disadvantaged workers and the development of techniques that would permit them to progress on the job. Others stressed the occupational structure and personnel practices of health-care institutions. In further reflection of the times during which they were conducted, other studies aimed to "convert" veterans with medically relevant military training to civilian jobs in health care, tackling the institutional barriers to the transfer of military skills. Together, these projects offer evidence of what could be accomplished in restructuring lower level health-care occupations, improving the use of existing skills, and reducing labor turnover in large health-care institutions.

The other occupation/industry-specific programs are diverse. A number are studies of early MDTA training programs. One of these, a study by William Brazziel that sought to determine why workers who could benefit from occupational training decided not to enroll in an MDTA program, supported the 1963 MDTA amendment which raised training allowances for participants. At the other end of the occupational spectrum, projects by Michael DiNunzio and Geoffrey Potter were concerned with helping engineers and scientists to find jobs after they had been displaced by defense and aerospace cutbacks. The group also includes one of the few R&D projects conducted under union auspices—a project for preparing disadvantaged men for high-wage jobs in the trucking industry.

G. PROVIDING PUBLIC EMPLOYMENT

All of the R&D projects concerning the provision of public employment or job creation are of relatively recent vintage, reflecting the course of legislation. There had been small public jobs programs under the 1966 amendments to the Economic Opportunity Act but no large-scale program until 1971, when the Emergency Employment Act created the Public

Employment Program (PEP), which subsidized temporary jobs for the disadvantaged in public service agencies. The basic approach of the PEP program was carried over into title II of the Comprehensive Employment and Training Act (CETA), and a temporary program of emergency public employment was added in 1974 as title VI, when the economy was slipping deeper into recession. The activities under these two programs more than doubled in 1977, and appropriations were also authorized to create additional public service jobs under the Local Public Works program. In addition, the Administration's 1977 welfare reform proposal recommended creation of 1.4 million low-wage jobs for low-income families.

Since the first R&D project on public employment was funded during the prolonged debate that preceded initiation of the PEP program, more than a dozen other projects have been initiated in this field. (Additional projects for upgrading workers in public jobs are described in the last section of this chapter.)

An experiment conducted by the Vermont Department of Employment Security was designed primarily to assess the feasibility and effectiveness of temporary subsidized job opportunities for welfare recipients and other low-income workers as a means of helping them to permanent unsubsidized employment. A series of monographs and special reports document the outcomes for the 650 workers who participated and include operating guides for the administration of such programs.

When the CETA public service employment programs began to expand in 1977, ORD launched two new projects of great potential significance in the swirling debate over the feasibility of large-scale public job creation. "The Feasibility of Large-Scale Countercyclical Public Job Creation" recently completed, sought to answer the question: Are there enough meaningful jobs to employ all of the people to be served by these programs? It was conducted by the Urban Institute. It drew heavily on experience under the Emergency Employment Act and CETA, an extensive search of the literature, and a canvass of government officials and representatives of national organizations, labor unions, private employers, and other knowledgeable individuals. It identified 233 meaningful job-creation activities in 21 program areas and presented information on the skill-mix, labor intensity, and job-creation potential of these activities and associated costs.

The other project—the Minnesota Work Equity Program (MWEP)—is a major effort to demonstrate the ability of CETA and related institutions to create special public jobs on a large scale and the ability of the various participating agencies to coordinate their roles in delivering the necessary jobs, training, and support services. Because its scope includes all employable persons on welfare, it will also ascertain the employability or job readiness of the welfare population and permit realistic estimates of the number and types of jobs that would need to be created to implement the Administration's welfare reform proposals. It is operating in St. Paul and several counties in southern and central Minnesota, with initial funding sufficient to provide services to approximately 4,000 persons. Half of these are to be placed in public service employment, one-fourth in on-the-job training, and the remainder in classroom training or going directly into nonsubsidized positions. An independent assessment of the program is being conducted by Abt Associates, Inc., to provide baseline data for evaluating its feasibility, efficiency, effectiveness, and costs.

Other studies explored a variety of issues connected with PEP. Joseph Loewenberg, Richard Leone, Karen Koziara, and Edward Koziara studied the impact of employee unions on the program. Robert Gordon and Lloyd Ulman studied the effect of a public service employment program on the private sector of the local labor market. In addition, following the advent of the emergency public employment program under CETA, Lee Bawden and Michael Wiseman, as principal investigators of two separate projects, were commissioned to study the use of this program as an antirecession measure.

H. TAILORING PROGRAMS TO TRAINEES SPECIAL NEEDS

The target groups of the projects described in this section are basically those who, because of disadvantages in the labor market, need services beyond the scope of employment and training programs administered by local sponsors under CETA. For most of these groups, the Secretary of Labor is authorized to set up nationally sponsored programs under CETA title III. For welfare recipients, the service vehicle is the Work Incentive (WIN) Program, which has remained under title IV of the Social Security Act since it was authorized in 1967. Therefore, the passage of CETA had less effect on R&D interest in these groups than it had on some of the areas of work outlined earlier in the chapter.

The 10 groups covered here, which are discussed in turn, are the disadvantaged; the handicapped; minorities; older workers; persons, such as alcoholics and former drug addicts needing supported or sheltered employment; prisoners, offenders, and ex-offenders; long-term recipients of unemployment benefits; welfare recipients in the WIN program; youth in the Neighborhood Youth Corps; and youth in other types of programs.

1. The Disadvantaged. In the lexicon of employment and training programs, the term disadvantaged has had changing connotations. In the early days, it meant the hardcore or the long term unemployed. When the poverty yardstick was introduced into the guidelines for program eligibility, membership in a low-income family became an added dimension. With the advent of the Concentrated Employment Program (CEP) in 1967, disadvantage became associated with residence in an inner-city poverty area. The same was true under the Job Opportunities in the Business Sector (JOBS) program. Finally, the CETA title III authorization for R&D work referred to "disadvantage arising from poverty, ignorance, or prejudice" and to "the special needs of disadvantaged, chronically unemployed, and low-income persons."

Accordingly, the precise composition of the disadvantaged groups covered in this section may differ from project to project, depending on the definition in use at the time of project startup or that which applied in the program with which the project was concerned. By any normative definition of disadvantaged, this section might well include all of the projects in the entire group of projects tailored to trainees' special needs. However, those that focused on a group delineated primarily by one dimension of disadvantage (such as age or mental handicap) are assigned to the more definitive category.

The majority of the projects for the disadvantaged concerned prevocational or on-the-job skill training in a variety of industry settings. One of these studies, by Edward Glaser and Harvey Ross, produced a manual for use in the JOBS program which reviewed the literature and industry experience in hiring, training, and retaining disadvantaged persons.

Three of the projects were program assessments. Two of these related to early CEP programs in Cleveland and Columbus, Ohio. The third by Judith Goldberg and Louise Strayhorn, reviewed experience under the National Program for Selected Population Segments under CETA title III.

A major undertaking in this area was an experimental manpower laboratory at Colorado State University which operated from 1969 through 1975 to develop new strategies and program components for intervening in social systems to help the disadvantaged enter and stay in the world of work. Participants in the experiment were recruited from disadvantaged minority groups in Denver. The 10 reports by the project contain an extensive review of the research and evaluation literature, as well as the results of various studies and experiments carried out by the laboratory. Major features included coaching on the job, job interview training, and the development of a system for classifying the disadvantaged according to their psychosocial characteristics, vocational needs, and employment and training service requirements.

2. The Handicapped Despite intensive promotional efforts on their behalf for at least three decades and countless studies asserting superior productivity and job attendance, physically or mentally handicapped individuals, especially the latter, remain one of the greatest challenges in employment and training activities. As the projects in this section demonstrate, the barriers to productive employment of the handicapped differ with the type of handicap, but feasible ways of surmounting most of these barriers have been devised and tested.

True, a few outstanding successes among the projects here managed to place as many as 100 or so handicapped persons in jobs that paid decent wages and bring about the necessary institutional changes to keep them there, even paving the way for continuation of the program. But this is a mere handful in the context of the estimate from "A Study to Develop a Model for Employment Services for the Handicapped" by Hazel McCalley and Clara Friedman, that there were a minimum of 1.2 million handicapped men (not to mention women) who were unemployed or had withdrawn from the labor force and an additional 1 million with severe handicaps who were underemployed (some likely in sheltered workshops). In another project, the Epilepsy Foundation of America reported that one of the problems was to dispel the employer's mistaken notions about the worker's disorder. Two other problems were brought to light in an attempt to promote use of the findings of one successful project that dealt with former mental patients: limited resources and too little communication among the various agencies that deal with the handicapped. Unfortunately for the handicapped, the setting of priorities among claimant groups was largely beyond the reach of R&D.

3. Minorities. Like the term disadvantaged, the word minorities cuts across other classifications in this section. In statistical parlance, the groups that are the focus of projects in this part of the section would be "minorities, not elsewhere classified"——a convenience term to avoid fragmentation of the classification scheme. They are, therefore, not representative of the minorities served through R&D work.

Groups dealt with in these projects are the Spanish-speaking, blacks, Indians, and Asians. The two projects of broadest scope emphasized self-help. Jobs for Progress, Inc. (Operation SER) conducted programs for Mexican Americans in 11 cities in the Southwest and Legal Resources, Inc., studied the programs for blacks in 15 Opportunities Industrialization Centers patterned after the program established by the Rev. Leon Sullivan in Philadelphia in 1964. In the most recent projects, Patrick Hanes and Ernest Fazio studied CETA title III programs for Indians and Jack Reynolds and Edward Kissam studied persons of limited English-speaking ability.

4. Older Workers. The older worker projects here are all from the early days of the R&D program. In part, this reflects the fact that, since 1966, the National Longitudinal Surveys (sec. D, ch. 2) have been following the labor market experience of older men and providing much useful information on their employment problems. It may also reflect a belief—implicit in the Age Discrimination in Employment Act of 1967—that age discrimination, rather than lack of training and work experience that could be remedied through employment and training programs, is the root of the older workers' problem.

The section contains a review of 11 experimental and demonstration projects concerned with the employment problems of older workers. Elsewhere in the book is a study conducted by Harold Sheppard that is designed to provide a new R&D agenda with respect to older workers.

5. Persons Needing Supported Employment. In contrast to the projects on older workers, none of the R&D work on persons needing supported employment antedates 1971. These people, who are not ready for entry into competitive employment, arrived late on the R&D scene because their problems had been regarded as intransigent and they were believed to be less numerous than other groups needing special services. However, the growth of drug addiction during the 1960's helped to focus attention on the group. Again, the group cuts across the classification categories: besides chronic alcoholics and former drug addicts, some projects include ex-offenders, youth, or female heads of welfare households.

Work by the Vera Institute of Justice and by the Manpower Demonstration Research Corporation has spearheaded this group of projects. The Institute first developed and evaluated a program that created supported employment for chronic alcoholics and addicts and then developed public service employment programs under the Emergency Employment Act for alcoholics, addicts, and ex-offenders. These experiments were useful in the projects designed to plan national and local programs for these groups, which constitute the bulk of the contents of the section. The 1978 CETA amendments explicitly endorsed the continuation of R&D work in this field.

6. Prisoners, Offenders, and Ex-Offenders. R&D work on the employment problems of persons with a criminal record, in and out of correctional institutions, has been sustained, intensive, and productive. Over 30 projects in this field have been funded since 1963.

At first, the projects concentrated on training in correctional institutions, because some 100,000 men and women are released each year from Federal and State institutions and most of them leave no better prepared to earn a living than when they entered. A combined research and pilot training project by Wallace Mandell and Clyde Sullivan launched the efforts in 1963 at Riker's Island jail in New York City. This was followed by a series of experimental and demonstration projects at other correctional institutions. One of these, by Leon Leiberg at the D.C. Department of Corrections Youth Center at Lorton, Va., revealed many of the inevitable administrative difficulties and produced a widely observed model for conducting such training. Another E&D project, by John McKee and Michael Milan of the Rehabilitation Research Foundation at the Draper Correctional Institute in Elmore, Ala., provided, with considerable success, training, placement, and followup services for trainees following their release. These and other early projects demonstrated the feasibility and merit of training and related services and their potential for reducing return to crime. The 1966 MDTA amendments permitted training in correctional institutions, whose inmates were previously ineligible because they were not in the labor force, although the scope of the resulting MDTA training progam was limited by appropriations. The Draper project subsequently became an Experimental Manpower Laboratory for Correctional Train-

ing, developing and testing new techniques for meeting the many problems involved in the MDTA program and working with other institutions to spread adoption of improved methods.

In 1968, two projects by the Vera Institute for Justice and the National Committee for Children and Youth were launched to explore the possibilities of using pretrial intervention to provide training and employment services. Criteria were worked out with the courts for releasing arrested persons on their own recognizance if they agreed to participate in the projects. During a 90-day continuance of their trial, they received intensive training and employment services and counseling. At the end of this time, where the trainees' performance warranted, the project staff recommended dismissal of the charges. Based on the findings and experiences of these projects, the American Bar Association was later commissioned to stimulate wider adoption of pretrial intervention programs.

Meanwhile, demonstration projects had been set up under the bonding assistance program authorized by the 1965 MDTA amendments to determine whether the availability of special bonds could overcome barriers to employment faced by workers with arrest records. These projects, which are summarized in a study by Lawrence Bailis, ultimately evolved into the Federal Bonding Program, which is the subject of a current study by Joanna Kennedy.

Concurrently, other studies of formal barriers to the employment of ex-offenders were discovering that the lack of bonding was not the only, or even the major barrier. Again, the American Bar Association was called upon to develop a program to help remove these barriers and the result was that 18 States changed laws restricting public employment and/or occupational licensing of ex-offenders. Similar legislation was pending in other States at the project's end.

Other completed projects in the field of corrections cover the rehabilitation of women offenders by Virginia McArthur, training and employment assistance for persons on parole by the University of California at Los Angeles, prison industries by Herbert Miller, a synthesis of the first 10 years of R&D work by Roberta Rovner-Pieczenik, etc. Currently, the major emphasis is an experiment by Melvin Axilbund, and Peter Rossi, which is testing the effects of providing transitional financial aid to newly released prisoners. This followed a nationwide study by Kenneth Lenihan of the income available to persons leaving prison, which resulted in broadening the CETA definition of underemployed persons to include prisoners.

7. Unemployment Compensation Recipients. There are only four projects in this category. The small number may be explained by reference to the statistics on unemployment. First, only about half of the unemployed at a given time receive unemployment insurance (UI) benefits; the others are just entering the labor force or reentering it after several years of not working, have lost a job that was not covered by the UI system, or have been declared ineligible for UI under variable State UI eligibility criteria. Thus, it is the group of unemployed that is *not* covered by UI that is apt to experience the most severe problems in jobfinding and therefore is the more likely target for R&D projects. Second, the UI administrative records provide good information on those who do receive benefits. This fact may explain why three of the four studies deal with persons who had exhausted their benefits under State UI programs, or who were about to do so, thus passing beyond the purview of the routine statistics. The fourth project explored the possibilities of developing private jobs for displaced public employees who were receiving UI benefits and using their benefit period to provide them with on-the-job training for such jobs if this could be reconciled with State laws that require them to be available for work as a condition of receiving benefits.

8. Welfare Recipients. All but a handful of the projects in this section were funded under the R&D provisions of the 1967 amendments to the Social Security Act which established the Work Incentive (WIN) Program. With the delays attendant upon the startup of a new program, particularly one which involved shared responsibility between the Departments of Labor and Health, Education and Welfare, the first R&D projects got underway at the beginning of fiscal year 1969.

Several early projects focused on what effects welfare recipients' attitudes and orientations were having on their participation in WIN, and vice versa. The findings of these projects shattered many myths about the welfare population. Except for the common receipt of welfare, their characteristics and attitudes differed about as much as those of any other economically defined population group. And they definitely shared the middle-class orientations to work; their employment status was not related to their attitudes toward work or welfare.

Three other early projects by William Reid, Charles Garvin, and Gregory O'Brien examined the decisions which led welfare recipients into the WIN program—decisions by enrollees themselves, social service caseworkers, and WIN staff—to see how these decisions interacted to provide incentives and disincentives for participation. Another project by Rita Youmans and Arlene Miller examined the potential disincentive effects of the threat of wage garnishment when a WIN participant became employed.

Finally, the first-year projects included a study by Phillip Marcus, which investigated the possibilities that changes in undergraduate social work education might make it more suited to the professional skills needed in the WIN program.

As the program progressed, the R&D work broadened to examine outcomes for both completers and dropouts, staff attitudes and functioning, and the development of program models for both urban and rural areas.

With these studies launched, the intense debate on welfare reform during 1970 and 1971 provided an occasion for R&D stocktaking. The vehicle was a conference arranged by the Brookings Institution to discuss the research with Federal planners and administrators to discern what policy guidance the findings might provide and to learn what additional research would be useful.

Meanwhile, the emphasis in the WIN program was changing in response to the 1971 amendments to the Social Security Act, which called for immediate job placement of persons registering for WIN, with training and other assistance to be provided only when placement was not feasible. A further tightening occurred under the 1972 amendments requiring most adult recipients of Aid to Families of Dependent Children, excepting mothers with children under age 6, to participate in WIN. Prior to that time, registration for the program had been basically voluntary except for unemployed fathers, whose families were eligible for AFDC benefits in 22 States. The net effect of these changes was a great increase in the number of persons to be served by the WIN program, with the additions concentrated among groups that were particularly difficult to place in jobs with or without training (for example, 16- and 17-year-old AFDC recipients who were not in school).

Investigations of the magnitude of these problems and their possible solutions have dominated the subsequent WIN R&D work. Projects have included research on the problems of retaining and placing young WIN enrollees by Laure Sharp, the possibilities of using a voucher system for the purchase of training and other services needed by WIN participants by Ann Richardson, the possibilities of increasing employment for

WIN participants by arranging flexible work schedules by David Franklin, the impact of the WIN registration requirements by Earl Hokenson, ways of serving the three of every four registrants who are not now placed in either jobs or training by Sam Resnick, developing self-help techniques for job finding by N.H. Azrin, as well as several efforts to develop model programs.

Two of the most recent projects are testing a variety of innovative approaches to helping AFDC women move into private jobs that should enable them to become self-supporting. One of these, by Laure Sharp, is working with welfare women in Chicago and Columbus, Ohio, selected for participation in an electronics technician training program with a proven placement record in jobs paying more than $10,000 a year. In addition to 18-24 months of training, the women will receive such remedial education as they need. They and a control group of similarly qualified WIN clients will be followed closely throughout the project and for 1 year thereafter. The other project by William Grinker involves four local WIN offices which are serving as R&D laboratories to test a variety of new approaches to helping AFDC women to become self-supporting. In Denver, the project is investigating the kinds of services needed by women with children under age 6 who are being recruited as volunteers for WIN participation. In Louisville, the project is providing intensive job search training, job referrals, child day care, and other services to new applicants for welfare benefits during the 6 weeks normally required for approval of a welfare grant. In St. Louis, the project is working with the Small Business Administration and a university-based Small Business Development Center to persuade small and medium-size businesses to take advantage of the WIN tax credit and to acquaint them with the on-the-job training (OJT) program. In Madison-Racine, Wis., the project is using a modified OJT approach to prepare women for traditionally male jobs that pay more than the women could otherwise command.

9. The Neighborhood Youth Corps. R&D work related to the Neighborhood Youth Corps (NYC) got underway in 1966 and continued until 1973, when the passage of CETA abolished it as a categorical program. In the interim, over 30 NYC projects were included in the R&D program.

In the first year or so, the R&D program concentrated on assessing the characteristics and employment and training needs of NYC and on examining the effectiveness of the several components of the NYC program in meeting those needs. One early experimental project by the National Commission on Resources for Youth, Inc., in which in-school NYC enrollees were used to tutor younger pupils in inner-city schools, later provided a model for similar efforts in over 450 cities.

Several of the early researchers built on their previous work in designing model programs to meet mandated changes in the NYC program which ruled out participation in the out-of-school program by youth aged 18 and over, who were to be served by regular employment and training programs. During the same period, another set of projects assessed the effectiveness of the NYC in-school program for vocational exploration in the private sector. And two projects, by Gary Graham and Regis Walther, cooperated in designing an education component for the out-of-school program building on programed learning materials developed for the Job Corps.

Subsequently, a number of demonstration projects were rather widely copied. A 1969 experimental model developed by the Evaluation Technology Corporation, which combined attendance at community colleges with work assignments on campus and remedial education if necessary, was replicated in over 125 NYC programs. A similar experiment by the City University of New York to link NYC to the public college system in New York City was adopted by the city government. Indeed, many of the concepts and techniques of the project on vocational exploration in the private sector directed by George Wendel were embodied in the Vocational Exploration Program, which was launched in 1976 as a part of the Summer Youth Employment Program administered by the Department under CETA title III.

10. Other Youth Programs. The R&D work in this section spans fiscal years 1963 through 1978. As indicated in the introduction to this chapter, most of the special manpower programs conducted during 1963 and 1964 worked with youth before the Economic Opportunity Act authorized either the Neighborhood Youth Corps or the Job Corps. These early projects are summarized in the lead item of this section.

One of the 1963 projects survived for a decade, building upon its experience in each successive stage of the project. It was known originally as JOBS (Job Opportunities through Better Skills) and later as JOBS NOW, with the YMCA of Metropolitan Chicago as the formal contractor on behalf of over 35 public and private agencies in the area. During its 10-year life, the project developed techniques of orientation and job coaching that were adopted in the Concentrated Employment Program and the "hire now, train later" approach used in the Job Opportunities in the Business Sector program under MDTA. It also contributed much to the fund of knowledge on helping the disadvantaged to retain and progress in productive employment.

Another of the early projects had an even longer life. It was Mobilization for Youth, Inc., in New York City, which gradually evolved into the Experimental Manpower Laboratory to Test Innovative Manpower Development Strategies for Disadvantaged Youth. Its initial work in the special manpower program led to the operation of Neighborhood Youth Corps programs in an experimental laboratory setting on the lower east side of New York City. Then, in 1969, it was designated as one of the Labor Department's Experimental Manpower Laboratories. At the conclusion of its work in 1975, it had published monographs, manuals, and research reports on the characteristics of the youth population it served, its experience in dealing with program issues and problems, and the innovative approaches it developed and tested to meet these problems.

Meanwhile, a number of other projects initiated between 1965 and 1969 were concerned with the development and operation of residential centers for the job preparation of the most disadvantaged youth. Sage Hill Camp Inc., provided summer work in a residential program. There were also two experiments in the Watts area of Los Angeles in setting up a comprehensive development and work experience program for youth under the aegis of a community organization, the Watts Labor Community Action Committee.

The Job Corps per se first began to command R&D attention in 1971, when a study was done by David Kraft to investigate drug abuse among enrollees. At about the same time, studies were begun on the solution of employment problems among black teenage females.

Since CETA continued authorization for the Job Corps and provided special programs for youth, most of the research and development work on youth have focused on those programs. Two different Job Corps studies by Judith Goldberg and Jane Watson cover its noneconomic impacts and its allowances for trainees. The School-to-Work Transition Program set up under CETA is the subject of two recent studies. One by Paul Barton attempted to develop an R&D strategy concerning the employment-related problems of youth. The other by, George

Wendel, concerns the Vocational Exploration Program component of the Department's title III summer youth program.

I. UPGRADING AND JOB RESTRUCTURING

The provision of the Economic Opportunity Act which launched the New Careers program in 1967 postdated by about 2 years the first R&D work on upgrading and job restructuring. A 1965 project conducted at Howard University undertook to train and place disadvantaged youths and adults in paraprofessional jobs in such undermanned public or nonprofit fields as health, education, welfare, and recreation—fields in which they should be able to progress.

The career idea, or of developing opportunities for some upgrading, was quickly tested in other areas as well. A series of eight projects was begun in 1966, under the supervision of the National Committee on Household Employment to upgrade household services occupations. In that same year, the staff of Mobilization for Youth, Inc., began work with city hospitals and private medical centers in New York City to restructure health service delivery systems and open up new career opportunities in the health field for disadvantaged adults. Two projects for upgrading in private industry spanned a decade. In one, the Oak Ridge Associated Universities, working with the Atomic Energy Commission in the Nuclear Division of Union Carbide Corporation in Oak Ridge, Tenn., began in 1966 to design and administer a project to train unemployed and underemployed residents of Appalachia for high-wage jobs where there were labor shortages. On the strength of its accomplishments, this project was designated in 1969 as the Experimental Manpower Laboratory for Upgrading in an Industrial Setting. It continued in that capacity through 1975, generating a vast number of publications that explored the problems, described the project's procedures, and offered information that could be adopted or adapted. Project staff also provided technical assistance to interested employers.

The second 10-year project paralleled the Oak Ridge focus on private industry, but used a different approach. Beginning in 1966, it was conducted by a core staff that was associated with several contractors, and it developed, tested, and improved the High Intensity Training method and then developed and tested career progression systems for low-skill workers.

In 1967, with adoption of the New Careers amendment, R&D began to center on government and nonprofit agencies. At least half a dozen projects examined different questions concerning the application of the New Careers concept in both State and local as well as the Federal Government. Other projects followed in private industry as well; for example, in the food service industry, in manufacturing, in the canning industry, and ultimately in agriculture.

3A. THE RESERVOIR OF TRAINING

3-001 Formal Occupational Training of Adult Workers—Its Extent, Nature, and Use

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Sophia Cooper and Carl Rosenfeld

Contract MDTA 7-63
Project completed fiscal year 1964

Descriptors: OCCUPATIONAL TRAINING; TECHNICAL TRAINING; EDUCATION; BLACK/WHITE; MALE/FEMALE; TRAINING PRACTICES; MILITARY TRAINING; MONOGRAPHS

This study was the first attempt to take an inventory of formal occupational training. As a supplement to the April 1963 Current Population Survey, persons in the civilian labor force who were between the ages of 22 and 64 and who had no more than 2 years of college were asked whether they had any formal occupational training, where they had taken it, how long it had lasted, whether they had completed it, whether they had ever used it and were currently using it on the job, and how they had learned their job. Workers with 3 or more years of college, who tend to work in professional jobs, were asked about their major field of study, whether they used it on their current job, and if not, how they had learned the job.

Formal training was found to be highly correlated with educational attainment, largely because most of it was obtained in schools or institutions that require a high school diploma for admission. Thus blacks reported less training than whites, older workers less than younger workers, and the unemployed less than the employed. On the whole, only about half the workers with less than 3 years of college had any formal training.

Less than 15 percent of all their training had been obtained through apprenticeship or a formal full-time course given by the employer. Men far outnumbered women in such training, and the Armed Forces were also an important source of training for men, but not for women.

Although widespread use of training was evident, over half the workers had learned their current jobs through informal means, such as a few weeks' on-the-job instruction or "picking up the trade" from friends or relatives. Formal training was the dominant way of learning the job only among professional and clerical workers.

1964

ETA MANPOWER/AUTOMATION RESEARCH MONOGRAPH NO. 2, 1964 (SUMMARY)

3-002 The Scope of Industrial Training in Selected Skilled and Technical Occupations

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Harry V. Kincaid

Contract MDTA 12-64
Project completed fiscal year 1966

Descriptors: OCCUPATIONAL TRAINING; METALWORKING INDUSTRY; TECHNICAL TRAINING; EMPLOYER PRACTICES AND POLICIES; SKILLED WORKERS

This study was a mail survey of the scope and impact of employers' training for skilled workers in certain growth occupations. It covered metalworking plants with 500 or more employees and included the occupations of maintenance electrician, tool and die maker, electronic technician, maintenance mechanic, millwright, and welder. For these occupations, information was collected on employment trends, employers' methods of meeting labor needs, and numbers of workers trained or retrained.

The research revealed great variation in recruiting and training practices, both among plants and within occupations. For highly mobile occupations (those with a high growth rate and high turnover), the plants most often met labor needs by recruiting already qualified workers. Training new workers or retraining employees ranked second. Training programs were more prevalent in large than in small plants and in more technologically complex occupations such as electronic technician and maintenance electrician than in more traditional occupations such as millwright and welder.

1966

NTIS PB177762/AS

3-003 Pretest of a Survey of Manufacturing Employer Expenditures During 1965 for the Formal Training of Nonsupervisory Employees

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Norman J. Samuels

Contract 81-09-66-05
Project completed fiscal year 1966

Descriptors: EMPLOYER PRACTICES AND POLICIES; QUESTIONNAIRE; TRAINING

This test, in 20 firms, of the feasibility of a study of the costs and extent of formal training by broad occupational categories had two main objectives: (1) To determine the availability of data from employer records; (2) to test two questionnaires, using different definitions of training. Cost data sought included wages and salaries, payments to outside organizations, transportation and living expenses, and training equipment, facilities and devices.

None of the companies could provide all the information. Furthermore, employers' accounting records generally did not permit ready isolation of costs by type of expenditure and occupational group, and most firms were unable to report the number of employees participating in training programs. Hence, the methods tested could not be used for a full-scale survey.

1966

NTIS PB291378/AS

3-004 Current Occupation and Past Training of Adult Workers

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Ann R. Miller

Grant 91-40-67-02
Project completed fiscal year 1968

Descriptors: OCCUPATIONAL TRAINING; OCCUPATIONAL STRUCTURE; TRAINING EFFECTIVENESS AND IMPACT

This study examined the linkages between a person's occupation and education or training specific to that occupation. Information was derived from retabulations of data collected in a Department of Labor survey in April 1963, and analyzed in *Formal Occupational Training of Adult Workers,* Manpower/Automation Research Monograph No. 2 (see MDTA 7-65). The original study focused primarily on the nature, extent, and utilization of the vocational training taken by members of the experienced civilian labor force aged 22 to 64 who had completed less than 3 years of college. The present study considered: (1) the specific training background of the labor force according to its current occupational affiliation, and (2) the current occupational affiliation of workers according to their specific fields of training.

Professional, technical, and managerial occupations drew the highest proportions of workers with 3 or more years of col-

lege. The work of professional and technical workers was usually closely tied to their major field of study. In blue-collar jobs, workers with formal occupational training and with training specific to the job were concentrated at the top of the hierarchy of skills, that is, among craftsmen and foremen.

Viewing kind of training as a determinant in occupational choice, the researcher found the highest proportions of workers actually working in the occupation for which they had been trained in occupations requiring licensing (such as professional nursing, cosmetology, and barbering). Higher proportions of men trained in crafts were working in their specific occupations than men trained in white-collar jobs, although the latter generally worked somewhere in the white-collar field. On the whole, women utilized skills acquired in formal occupational training to a greater extent than men.
1968

NTIS PB177866/AS
Also available from ERIC—MP 000569; "Employment of Migrants," *Journal of American Statistical Association*, December 1967

3-005 Pilot Feasibility Study of Training in Business and Industry

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers

Grant 91-53-70-02
Project completed fiscal year 1970

Descriptors: TRAINING; PRIVATE INDUSTRY; FEASIBILITY STUDY

This study examined the feasibility of a national mail survey of training in industry. It sampled 248 firms in eight cities by interview. Mail questionnaires for each training program and a questionnaire on cost for all training programs were left with respondents if they said they would be willing to complete them.

Programs were found in 170 firms, but only 24 mail questionnaires were returned, often with severe information gaps. Only 18 firms attempted to furnish cost data.

Analysis of this survey led the researcher to the following recommendations:

1. A national mail questionnaire survey of the type planned was not feasible. Only a relatively small proportion of the firms kept records concerning training and trainees that could be readily transferred to a questionnaire form. Data on trainees in on-the-job training and classroom training were sparse. In fact, there was considerable confusion about the meaning of the term "on-the-job training." (Supervisory training, excluded from the detailed data-gathering of the questionnaire, was the kind of training management was most interested in.) Middle-sized firms appeared least able to provide data; their training was too extensive to be covered by memory, but organization and personnel were insufficient for detailed records or tabulation of data. Records on the cost of training, along the lines requested, were almost nonexistent.

2. There was somewhat greater support among the interviewers for a simplified interview approach, directed to a relatively small sample of large firms, buttressed by a much simpler mail questionnaire for a larger sample of large firms. Questionnaires, differentiated according to industry, should ask essentially for general estimates. The insignificant amount of training in small firms should limit their inclusion in a national survey to the minimum needed for generalizations based on company size.

This pilot study was used in designing a national survey to explore training in 500 establishments in the metalworking and public utilities industries (contract 81-09-70-19).
1970

NTIS PB188049/AS

3-006 Occupational Training in Selected Metalworking Industries, 1974

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Neal H. Rosenthal

Contracts 81-09-70-19 and 20-11-74-16
Project completed fiscal year 1977

Descriptors: UPGRADING; PRIVATE INDUSTRY; METALWORKING INDUSTRY; ON-THE-JOB TRAINING (OJT); TRAINING PRACTICES; MONOGRAPHS

This survey of occupational training collected data on enrollments and completions of entry-level and upgrading training in the private sector. The survey was conducted for the year 1974 in four metalworking industries—fabricated metal products; machinery (except electrical); electrical equipment; and transportation equipment. Nearly 5,000 metalworking establishments were surveyed to gather information on training in 14 selected occupations.

The study concluded that data on occupational training provided by employers could be collected in large-scale mail surveys. Only 14.7 percent of all establishments in the sample provided structured occupational training in 1974. Accounting for 44 percent of the training were establishments with 1,000 or more employees. The survey found that 133,700 employees received structured training during 1974, and 77,700 completed training. Training programs for two occupations, welder and machinist, accounted for nearly half of all enrollees.
1977

ETA R&D MONOGRAPH NO. 53
Also available from the Bureau of Labor Statistics, Publications Office, U.S. Department of Labor

3-007 Training Directors in Programs to Hire the Disadvantaged

AMERICAN SOCIETY FOR TRAINING AND DEVELOPMENT
SALT LAKE CITY, UTAH

Garth L. Mangum

Grant 91-53-70-40
Project completed fiscal year 1971

Descriptors: PRIVATE INDUSTRY; TRAINING PRACTICES; DISADVANTAGED

This survey of private industry's efforts to hire and train the disadvantaged was undertaken to provide the basis for a discussion of the subject at the 1970 convention of the American Society for Training and Development. Questionnaires were sent to all ASTD members employed in private industry. Because only about one-tenth of the 1,100 questionnaires were returned, the survey yielded merely insights and inferences, rather than representative data.
1971
ETA

3B. APPRENTICESHIP AND OTHER TRAINING IN APPRENTICEABLE OCCUPATIONS

3-008 A Study of the Registered Apprenticeship Program in Wisconsin

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

G. Soundara Rajan

Contract 81-48-06
Project completed fiscal year 1967

Descriptors: APPRENTICESHIP; WISCONSIN

This study reviewed the history and operation of the registered apprenticeship program in Wisconsin. The researcher also conducted opinion surveys of employers and apprentices participating in apprenticeship programs in 1964 and of apprentices who dropped out between 1958 and 1963.

His findings led him to recommend changes to improve supervision of apprenticeship by the State Apprenticeship Division, participation in the program by both employers and apprentices, and other functions of the Apprenticeship Division.

1967

NTIS PB177422/AS

3-009 EDUCATIONAL AND TRAINING ADJUSTMENTS IN SELECTED APPRENTICEABLE TRADES

PURDUE UNIVERSITY
LAFAYETTE, IND.

Alfred S. Drew

Contract 81-13-33
Project completed fiscal year 1970

Descriptors: APPRENTICESHIP; JOURNEYMEN; TRAINING; PLUMBING AND PIPEFITTING; MACHINISTS; TOOL AND DIE; PRINTING TRADES; CHEF/COOK; EFFECTIVENESS OF PROGRAMS; MONOGRAPHS

This study focused on training in the apprenticeable trades as a complete system, from recruiting apprentices to updating the skills of journeymen, to identify the strengths and weaknesses of current programs and to suggest improvements. Covering apprenticeship and journeyman training in four trades—plumbing and pipefitting, machining and tool and die making, printing, and cooking—it is the most complete survey thus far made in this area.

Data were obtained between 1966 and 1968 from apprentices, journeymen, teachers, training coordinators, and high school students; from members of labor and employer groups, government agencies, and joint apprenticeship committees. Apprentices and journeymen were queried on their background and their attitudes toward their training, and journeymen were asked about their feelings toward obsolescence of their skills and their willingness to invest in additional training. National standards and experts' criteria for excellent programs were examined in 15 metropolitan areas.

The study confirmed much that has been surmised or partially known about apprenticeship; it also revealed new facts and relationships. It particularly pointed out gaps and weak areas that inhibit the optimum functioning of apprenticeship within a system of trade training. It emphasized the need for a more efficient administrative structure for many apprenticeship programs; for example, each apprenticeship program needed a joint apprenticeship committee and an administrator. And it underscored the need for better "related instruction" that was also better coordinated with on-the-job training. It also called for continuation training to help keep journeymen up to date and for relating such training to initial training. Other findings and recommendations spanned the entire system—from initial vocational education through continuing training for technological change—and identified some of the channels for adoption of new technology.

VOL. I, EDUCATIONAL AND TRAINING ADJUSTMENTS IN SELECTED APPRENTICEABLE TRADES
1970

NTIS PB190547/AS

VOL. II, APPENDICES
1970

NTIS PB190996/AS
ETA ALSO AVAILABLE AS MANPOWER RESEARCH MONOGRAPH NO. 20 (VOL. I, AN OPTIMUM TRAINING SYSTEM IN APPRENTICEABLE OCCUPATIONS, 1971; VOL. II, THE TRAINING SYSTEM IN THE PIPE TRADES; VOL. III, APPRENTICESHIP TRAINING IN THE MACHINIST AND TOOL AND DIE MAKER TRADES; VOL. IV, THE TRAINING SYSTEM IN THE PRINTING TRADES; VOL. V, HIGH SCHOOL STUDENTS VIEW APPRENTICESHIP

3-010 A STUDY OF THE TRAINING OF TOOL AND DIE MAKERS

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Morris A. Horowitz and Irwin L. Herrnstadt

Contract 81-20-34
Project completed fiscal year 1970

Descriptors: TOOL AND DIE; TRAINING PRACTICES; VOCATIONAL EDUCATION; APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); MONOGRAPHS; MASSACHUSETTS

This was a comprehensive study of the makings of a skilled tradesman, along with a detailed evaluation of the effectiveness of alternative paths to this trade. The tool and die trade was selected for close examination because, although a relatively small group, these workers are crucial to the economy. The researchers interviewed more than 400 tool and die makers and more than 60 foremen, as well as other management personnel in more than 70 establishments and educators and public officials in Massachusetts.

Probably the most provocative finding was that not only was apprenticeship less common a route to expertise than found in previous studies (fewer than 30 percent of the journeymen had been apprenticed) but, according to this study, it was not necessarily the most effective method of training tool and die makers. Indeed, the study found that no single training path was clearly superior to the others.

Only one path, vocational high school combined with apprenticeship, scored well on most measures of effectiveness. These measures included foremen's ratings, the time needed to become an all-round craftsman, and the time needed to be classified as a toolmaker or diemaker. No path was consistently poor in all or most measures. "Picked-up-the-trade" was the path that took the most time to become a craftsman and to be so classified but, according to the foremen's ratings, it compared favorably for effectiveness with other paths.

Of the six training paths distinguished by the researchers, those with the shortest training time were vocational high school (an average of 2.7 years), on-the-job training (2.9 years), and apprenticeship (3.4 years). By far the longest was "picked-up-the-trade" (7.3 years).

Considerable work experience appeared to be necessary before one felt he was a competent craftsman. Counting both training time and experience, the shortest path to all-around competence was vocational high school coupled with apprenticeship. Individuals with this path estimated that they needed a median of 6.5 years of training and work experience after schooling to become competent all-round toolmakers and 8.0 years to become competent all-round diemakers. Apprenticeship by itself was nearly as short for toolmakers (7.0 years) but not for diemakers (10.0 years). Vocational high school by itself and "picked-up-the-trade" were the longest paths for both toolmaking and diemaking. Both took from 10 to 12 years to produce a proficient toolmaker or diemaker.

The authors argued very strongly for the retention of multiple training paths and that the government should not limit its support to one, since each offers potential craftsmen of varying age, experience, and education an opportunity to enter the trade. The authors also opted for diversification within a given path, since not all employers need all-round craftsmen.

The finding that students with trade inclinations were given little or no occupational guidance at a point when they had to choose educational programs substantiated other studies that support a more effective guidance program.

1970

NTIS PB187558/AS
ETA *Learning the Tool and Die Maker Trade,* Manpower Research Monograph no. 17, 1970 (summary)

3-011 NEGRO PARTICIPATION IN APPRENTICESHIP PROGRAMS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

F. Ray Marshall and Vernon M. Briggs, Jr.

Contract 81-46-66-01
Project completed fiscal year 1967

Descriptors: APPRENTICESHIP; BLACKS; DISCRIMINATION

The study was designed to develop recommendations for promoting black participation in apprenticeship programs. These recommendations were to be based on a study of the apprenticeship situation in 10 major cities with large black populations—New York, Philadelphia, Cleveland, Pittsburgh, Cincinnati, Detroit, Washington, San Francisco-Oakland, Houston, and Atlanta. Information was collected through unstructured interviews with black apprenticeship applicants, apprentices, and dropouts; with black and white journeymen; State and Federal apprenticeship officials; joint apprenticeship committees, and vocational counselors and other related individuals and groups.

Some of the report's recommendations included:

1. A strengthening of Federal and State antidiscrimination measures to bring swift action against offenders—preferably fines, injunctions, and denial of the use of public schools for related training. Emphasis, however, should be on voluntary compliance.
2. Provision of specialized programs to overcome general educational disadvantages, and preapprenticeship programs to increase the supply of qualified blacks. Some of the Job Corps programs should be thus oriented.
3. Summer jobs for minority youngsters in industries with apprenticeable trades to acquaint them with the trades and working conditions.
4. Development of a job ladder from the crafts to related supervisory and professional jobs, so as to raise the status of the crafts.
5. Increasing the responsibility of municipal governments and their agencies in promoting apprenticeship for minorities, since the racial situation varies by city, and union apprenticeship programs and construction jobs are also peculiarly local in nature.
6. Encouragement by the Federal Government of voluntary nondiscrimination programs by employers and unions.
7. Gaining employer support in assuring that testing and other selection procedures are not unnecessarily restrictive to minorities, and in working with civil rights organizations to recruit blacks.
8. Stimulation of the international unions to put into trusteeship locals which are the worst offenders in discrimination.
9. Enlisting the aid of civil rights organizations to improve the supply of applicants, recruit likely trainees, and provide tutoring and counseling as needed. (The Workers Defense League methods would provide valuable guidelines.)
10. Establishment of cooperative working arrangements with human relations agencies, companies, employers' associations, and unions, applying pressure only where warranted.

1967

NTIS PB177568/AS
ETA
Also available from ERIC—ED 015327; *The Negro and Apprenticeship*, The Johns Hopkins Press, Baltimore, 1967; *The Journal of Human Resources*, vol. II, No. 1, Winter 1967, Journals Department, The University of Wisconsin Press, P.O. Box 1379, Madison, Wis. 53701; Negroes in Apprenticeship, Manpower/Automation Monograph No. 6,1967

3-012 RESEARCH IN APPRENTICESHIP TRAINING, PROCEEDINGS OF A CONFERENCE, SEPTEMBER 8-9, 1966, AND ESSAYS ON APPRENTICESHIP, A COMPANION VOLUME

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers

Contract 81-53-67-03
Project completed fiscal year 1968

Descriptors: APPRENTICESHIP; CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT

Over 100 specialists in apprenticeship training, representing academic institutions, private foundations, and government agencies—participated in the conference. The aim was to stimulate research into problems of apprenticeship and to encourage broader dissemination of pertinent research findings.

The proceedings contained papers on: Apprenticeship training and the demands of the job market; identification of forces which had controlled the supply of and demand for apprentice-trained labor; the nature, content, and duration of related instruction programs; the role of joint apprenticeship advisory committees; preapprenticeship training; and the experience of minority groups in apprenticeship.

The companion report, *Essays on Apprenticeship*, described recent research in this general area, primarily by conference participants.

1968

NTIS PB177371/AS
Also available from ERIC—MP 000506; Center for Studies in Vocational and Technical Education, University of Wisconsin, Madison, Wis. 53706

3-013 THE URBAN CONSERVATION PROJECT, II

CITIZENS' COMMITTEE ON YOUTH
CINCINNATI, OHIO

Contracts 82-37-67-53 and 82-37-69-01
Project completed fiscal year 1971

Descriptors: APPRENTICESHIP; YOUTH; PREAPPRENTICE TRAINING; BUILDING TRADES

This account describes the third and final year of a work-experience and job preparation project to put largely untrained men (mostly youth) to work on housing renovation jobs for which the project was the construction contractor. Most of the men were not eligible for apprenticeship under customary standards set by the unions.

With "open enrollment" and referral from youth-serving agencies, the project enrolled more than 450 men. More than half left soon after learning about the character of the work and the extended training period. However, more than 200 were placed in work crews and spent 4 to 9 months obtaining job preparation training and related basic education. The trainees worked at learning 1 of 7 trades (carpentry, cement masonry, electrical wiring, painting, plastering, plumbing, and roofing) under the guidance of union-member trainers.

In the last year, UCP substantially raised the rate at which its graduates entered the industry—often but not always via the nonunion route. Of the 141 placed in jobs, 28 were in union apprenticeships or other jobs covered by a building trades union contract. Placement into higher paying jobs began to occur more frequently as the project became more assertive and achieved better status in the community.

The report also detailed the problems of a project which was trainer and employer, training institution and contractor. It discussed the difficulties of maintaining a nonprofit organization with a changing work force "in the market place."

FINAL REPORT, THE URBAN CONSERVATION PROJECT, II
1971

NTIS PB199516/AS

3-014 A Study of Manpower Development and Training Programs Which are Operating in Conjunction with Rehabilitation of Substandard Housing

A. L. NELLUM AND ASSOCIATES

Contract 82-09-68-10
Project completed fiscal year 1971

Descriptors: CONSTRUCTION INDUSTRY; DISADVANTAGED; APPRENTICESHIP; ORIENTATION

This study, part of a larger study financed principally by the Department of Housing and Urban Development, is an evaluation of the Urban Conservation Project (contracts 82-37-67-53 and 82-37-69-01) during the first half of its life, which began in May 1967. That project was designed to put young untrained men to work on housing renovation jobs for which the project was the construction contractor.

The evaluation gave the early part of the Urban Conservation Project generally good marks, but found deficiencies, especially in job development and placement. In addition, dropouts were found to be a serious problem during the 4-week orientation (primarily classroom instruction).

Although the project supplied about one-tenth of the apprentices accepted by construction unions in the area during the first 18 months of its existence, it was not able to provide alternative routes to the achievement of journeyman status. As a result, the jobs in which trainees were placed generally started at less than half the union scale for common laborers.
1971

NTIS PB201722/AS

3-015 Project Build: Pre-Apprenticeship in Construction Trades for Disadvantaged Youth

THE GREATER WASHINGTON CENTRAL LABOR COUNCIL, AFL-CIO
WASHINGTON, D.C.

Contracts 82-09-68-18 and 82-09-69-37
Project completed fiscal year 1971

Descriptors: APPRENTICESHIP; UNIONS; CONSTRUCTION INDUSTRY; INNER-CITY RESIDENTS; PROJECT BUILD; BASIC EDUCATION

This project for placing inner-city youth in apprenticeship in the building and construction trades was one of the first with union support. It also attempted to design a skill refinement program for adults who lacked the necessary training for attaining journeyman status. It offered on-site training in nine crafts, as well as remedial education to enable participants to pass the General Aptitude Test Battery required for entering apprenticeship and to obtain a high school equivalency certificate. Supportive services, intensive counseling, and followup for graduates were also provided.

In the second year of the project, about 70 percent of the preapprenticeship trainees were placed in apprenticeship programs, and slightly more than half of the trainees in the skill refinement part of the project reached journeyman status.
1971

NTIS PB199102/AS

PROJECT BUILD: PRE-APPRENTICESHIP IN CONSTRUCTION TRADES FOR DISADVANTAGED YOUTH: SKILL TRAINING FOR ADULTS TO ATTAIN JOURNEYMEN STATUS
1971

NTIS PB199085/AS

3-016 Women in Apprenticeship—Why Not?

STATE OF WISCONSIN DEPARTMENT OF INDUSTRY, LABOR, AND HUMAN RELATIONS
MADISON, WIS.

Charles Nye

Grant 92-53-70-17
Project completed fiscal year 1974

Descriptors: SEX DISCRIMINATION; VOCATIONAL GUIDANCE; VOCATIONAL TRAINING; APPRENTICESHIP; APPRENTICESHIP RETENTION; FILMS; VOCATIONAL EDUCATION; WOMEN'S OCCUPATIONS; WOMEN; MONOGRAPHS; WISCONSIN

This project demonstrated ways in which obstacles to the employment of women workers could be isolated, analyzed, and minimized.

Public education, advocacy, and direct intervention were used to expose the myths about "women's work" and to change attitudes of employers, unions, and officials of the public schools, the employment service, and the State apprenticeship agency-those responsible for sex stereotyping and the relegation of women to low-paying jobs. The project staff conducted surveys of employers and apprentices to gain further insights into the reasons why women enter and drop out of apprenticeship, and the motivation and attitudes of employers in hiring and training women.

The most persistent barrier was the reluctance of women to apply for apprenticeship openings. Transportation difficulties and low wages were also barriers. Twenty-six percent of the dropouts said they would have continued if someone had encouraged them. During the course of the project there was no dramatic increase in the total number of female apprentices, due in part to a downturn in the economy. There was a significant shift from the three predominantly female trades to involvement in some 50 trades.

Sponsorship of apprenticeship outreach functions for women, active enforcement of equal opportunity laws, reassessment of so-called women's jobs, schools opening technical apprenticeship classes to girls, and waiving contract clauses which exclude women from apprenticeship application were recommendations resulting from this study.

Norma Briggs
August 1973

NTIS PB227727/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 33, 1974

3-017 Training And Skill Acquisition: A Pilot Case Study

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers and Myron Roomkin

Contract 81-55-71-04
Project completed fiscal year 1972

Descriptors: ON-THE-JOB TRAINING (OJT); INDUSTRY PRACTICES; UPGRADING; APPRENTICESHIP; CRAFT WORKERS; PILOT STUDY

This study analyzed the training procedures, sources, costs, and benefits of skill acquisition and the transferability of skills in a medium-sized machine tool company in Madison, Wis. The study also appraised methodological techniques in surveys of company training programs. Since substantial layoffs and a complete shutdown of the plant occurred during the course of the survey, it was also possible to examine the transferability of skills from one company to another.

Data were collected from company personnel records, from officials and employees (both present and former), and from union representatives and community organizations by questionnaire and interview.

The training and skill acquired at the company made a greater contribution to the employees' occupational advance-

ment and earnings than the training and skill they had before the company hired them. Within the company, the combination of classroom and on-the-job training brought about greater advancement and earnings than either of these forms of training alone.
July 1972

NTIS PB220155/AS

3-018 A Comparison of Union Construction Workers Who Have Achieved Journeyman Status Through Apprenticeship and Other Means

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

F. Ray Marshall

Contract 82-48-71-18
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; JOURNEYMEN; MINORITIES; SUPERVISION; APPRENTICESHIP OUTREACH PROGRAMS; UNION ENTRY; CRAFT WORKERS; MONOGRAPHS

This study sought to find out how completing an apprenticeship affects the employment of construction craftsmen, and how informally trained journeymen learn their trade and enter union membership. Six trades were studied: bricklayers, carpenters, electrical workers, ironworkers, plumbers and pipefitters, and sheetmetal workers.

The feasibility of obtaining the necessary information was tested in Atlanta, Austin, and New York, and the study was then expanded to Columbus (Ohio), Houston, Chicago, Jackson (Miss.), Oakland, and San Francisco. Union officials, employer representatives, and other knowledgeable persons were asked about the requirements for entry into the union through apprenticeship and other routes (including transfers from other locals and direct admission), and requirements for the issuance of temporary work permits. In the six cities covered in the expanded study, about 1,200 active journeymen were interviewed for information on how they entered the union, and union records of employer payments for pension and health and welfare benefits were used to compare annual hours of work for men entering through apprenticeship with those for other journeymen. Finally, selected employers were asked how their supervisors had acquired their training.

The advantages of apprenticeship were apparent in the findings. Apprentice graduates worked more hours, became journeymen faster, and were more likely to become supervisors and to acquire supervisory status faster.

Forty-nine percent of the journeymen interviewed had entered the union through apprenticeship. Most of the informally trained men either picked up the trade as laborers or helpers, or worked on a permit in the union before gaining membership, or became members when the open shop in which they were employed was organized. Other sources of training included public and private vocational schools, related industrial experience, the military, and, for a few men, government training programs.

In comparison with other journeymen, the apprentice-trained were much younger (about 37 vs. 46 on the average), better educated, and more likely to have had friends and relatives in the trade when they entered it.

Apprenticeship became important as an entry route for all trades during the 1950's, but thereafter continued to grow as a source of journeymen only for the sheetmetal workers and the ironworkers. At the time of the interviews in 1972-73, the proportion of journeymen who were apprenticeship graduates ranged from 22 percent of the ironworkers to 61 percent of the bricklayers, plumbers, and pipefitters.

Local union policies concerning admission— whether to apprenticeship or to journeyman status—resembled each other more within a given international union than within a given city. However, significant variation was found within unions and even within a given local. Although there are patterns for each of the trades, there is a large degree of flexibility within these patterns. Admission requirements (covering such matters as age, education, experience, tests, vouchers from members or employers, approval by membership vote, and initiation and other fees) were generally most stringent for plumbers and pipefitters, followed by electrical workers, sheetmetal workers, ironworkers, carpenters, and bricklayers. Apprenticeship requirements were more stringent and more uniform than the standards for direct admission as journeymen. Policies on granting work permits (to nonunion men as well as travelers from other locals), transfers from other locals, and admitting nonunion journeymen directly seemed to vary with the tightness of the labor market and the presence of nonunion competition. The system was sufficiently flexible, the researchers concluded, that supplies of craftsmen were able to adapt fairly readily to fluctuating demand.

Major findings regarding minority participation in construction were: (1) Minorities represented an increased proportion of construction craftsmen—6 percent of craftsmen admitted before 1950 were from minorities compared with 14 percent of those admitted between 1960 and 1972; (2) more minorities than whites had entered their crafts through nonapprentice routes; (3) minorities were less likely than whites to have friends and relatives in the trades, but, once in the trade, minorities tended to "institutionalize" the entry of minority craftsmen through referring their friends and relatives; and (4) minorities who came through nonapprenticeship routes were more likely than whites to have had some formal training before entering the trades.

The researchers pointed out that if demand could be regularized, the increased demand for well-trained craftsmen should be met by expanding and improving apprenticeship and upgrading programs for journeymen. Noting the increasing rate at which minorities were entering apprenticeship, primarily through apprenticeship outreach programs, the authors advocated that the outreach concept be extended to journeymen. They also called for the establishment of a union-management-public board in each craft to adopt uniform standards for journeymen and to approve local deviations from those standards, and the right of appeal for individuals who think they are unjustly denied admission.

F. Ray Marshall, William S. Franklin, and Robert W. Glover
December 1973

NTIS PB229937/AS

TRAINING AND ENTRY INTO UNION CONSTRUCTION

F. Ray Marshall, William S. Franklin, and Robert W. Glover
1975

ETA MANPOWER R&D MONOGRAPH NO. 39

3-019 The Role of Related Instruction in Apprenticeship Training (A Pilot Study)

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Morris A. Horowitz

Contract 82-25-71-21
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; CRAFT WORKERS; MACHINISTS; OPERATING ENGINEERS; ELECTRICIANS; ON-THE-JOB TRAINING (OJT)

Three skilled trades in the Boston area—machinist, electrician, and operating engineer—were analyzed to determine the role of related instruction in apprenticeship. The premise under examination was that related instruction had multiple roles, varying by trade and by the particular objectives of different sponsors.

Personal interviews and mail questionnaires were used to collect information from apprentices, journeymen, apprentice coordinators, and others. The survey instruments were designed to provide data estimating the impact of related instruction on individual job performance. This impact was measured by hours worked and foremen's evaluations.

The study found that, in addition to equipping apprentices with technical knowledge and manipulative skills, related instruction also provided the background necessary for promotion; substituted for that on-the-job training (OJT) which is difficult or expensive to provide at work; contributed to the apprentice's acceptance as a competent craftsman; contributed to his own self-confidence in his skill by enabling him to identify with the trade and with fellow journeymen; and reviewed material of prior school work.

The researchers recommended that approval of apprenticeship program registrations be based on the consistency between the stated objectives of the program and the related instruction curriculum. Such considerations were desirable since common objectives among apprentice programs did not exist. Also recommended was greater coordination between related instruction and OJT.

Steven M. Swanson, Irwin L. Herrnstadt, and Morris A. Horowitz
December 1973

NTIS PB229261/AS

3-020 Innovations in Apprenticeship

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers

Contract 82-55-71-31
Project completed fiscal year 1972

Descriptors: APPRENTICESHIP; TRAINING CENTERS; FOREIGN EMPLOYMENT AND TRAINING POLICY; FEASIBILITY STUDY; CRAFT WORKERS

This project was undertaken to investigate the feasibility of establishing an experimental apprenticeship and industrial training center whose costs and facilities would be equitably shared by employers, unions, and vocational training institutions in a given industry or craft.

The investigator surveyed attitudes toward the proposed center through interviews with employers, union officials, vocational educators, and officials of Federal and State apprenticeship agencies. He also reviewed current administrative funding procedures for apprenticeship and other training in this country and abroad.

The investigator found support for the demonstration concept and a willingness to cooperate in a number of experiments to test new training approaches. Many aspects of the proposed center were already underway informally in this country, Canada, and Western Europe.
October 1972

NTIS PB213555/AS

3-021 Improving the Retention Rate of Indentured Apprentices Placed by Apprenticeship Outreach Programs

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Dennis A. Derryck

Contract 82-25-71-36
Project completed fiscal year 1973

Descriptors: DROPOUTS; APPRENTICESHIP OUTREACH PROGRAMS; APPRENTICESHIP RETENTION

This project examined both the needs of indentured apprentices and existing institutional arrangements that facilitated the retention of minority apprentices placed by the Apprenticeship Outreach Program (AOP). Active and inactive apprentices, apprenticeship coordinators, and the staffs of AOP's were interviewed in four cities to determine the nature of the problems faced by indentured apprentices.

The investigator found three main reasons why minority apprentices dropped out: Racial discrimination, customs and tradition; and on-the-job problems peculiar to the industry. Limited AOP staff resources permitted little attention to followup services once an apprentice had been indentured. A notable exception was Cleveland's AOP, which had a much higher retention rate than the other three cities because a staff member was assigned solely to followup activities.
May 1973

NTIS PB221245/AS

3-022 Improving Apprenticeship: A Pilot Study of Employer and Union Reactions to Foreign Training Practices

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Myron Roomkin

Contract 82-17-71-40
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; FOREIGN EMPLOYMENT AND TRAINING POLICY; EMPLOYER ATTITUDES; UNION ATTITUDES

The objectives of this study were to review information on foreign apprenticeship practices, identify those that appeared suitable for use in this country, and determine the reactions of employers and unions to the suggested changes.

To determine the feasibility of adopting those changes which might represent improvements upon existing procedures, the reactions of unions and employers were solicited through mail questionnaires and interviews in the Chicago SMSA. Data on employers were collected from a sample of 1,000 firms selected at random and a second sample of 250 firms that had sponsored apprenticeship programs.

The reactions of unions and employers to the various innovations suggested in the literature differed substantially. The unions generally held that while some improvements in apprentice training were desirable, the system did not need dramatic reform. Among improvements acceptable to them were changes in the referral system, better training facilities, and the modernization of the curricula.

Employers generally were receptive to the following proposals, some of which were more favored than others: (1) Improved high school vocational education; (2) reorganized instruction by stages to train specialists; (3) a 5 to 10 percent subsidy of apprentice wage costs during the first 2 years of training; (4) creation of a skill training center; (5) stipends to apprentices; and (6) research to shorten the duration of the program.

The study recommended that the Department of Labor, along with other agencies of government, establish a national technical assistance and research program comparable to the consulting agencies developed in Britain and Germany so as to enhance improvement of our apprenticeship system.
August 1973

NTIS PB222830/AS

3-023 Improving Performance in Technical and Apprentice Training

DEVELOPMENT SYSTEMS CORPORATION
CHICAGO, ILL.

Arthur E. Oriel

Contract 82-17-71-48
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; PROGRAMED INSTRUCTION; TOOL AND DIE; TECHNICAL TRAINING; MACHINISTS; CRAFT WORKERS; TESTING; RELATED INSTRUCTION; JOB ANALYSIS

By using modern training technology, this study sought to demonstrate that an effective first-year apprentice training pro-

gram could be developed in which performance is the primary criterion of success, and training time is allowed to vary with individual capability.

Self-paced, task achievement oriented materials covering the tasks normally taught during an apprentice's first year of training were developed and tested. The shop and related instructional materials were based on job task analysis and consisted largely of training modules.

The apprentices trained in the project completed a full year of related instruction in an average of 61 hours compared to the 144-hour program which was standard for first year apprentices. Moreover, the experimental group scored 30 percent higher on a related instruction final examination than a comparison group that had received an average of 187 hours of related instruction. Furthermore, the quality of shop performance of the experimental group with less than 40 hours of training was higher on four basic machine tools than the comparison group that had received nearly 1,200 hours of shop training.

The investigation recommended the promulgation of apprentice and journeyman standards under which measured performance was the primary criterion of movement through training and the attainment of journeymen status. Time in apprenticeship should be allowed to vary as necessary to achieve the required skills. Further development of the procedures underlying this project was undertaken by Michigan State University. In addition, the principal investigator conducted workshops on the use of the method of instruction (grant 21-17-75-09).

IMPROVING PERFORMANCE IN TECHNICAL AND APPRENTICE TRAINING: A PILOT STUDY OF PBAT (PERFORMANCE BASED APPRENTICE TRAINING)
March 1974

NTIS PB231241/AS

3-023A A Performance Measurement Feasibility Study: Implications for Manpower Policy

Descriptors: APPRENTICESHIP; MACHINISTS; METALWORKING INDUSTRY; TESTING; DISCRIMINATION; RECRUITMENT; BLACK/WHITE; WORK SAMPLING

Through a subcontract with Michigan State University, this project developed a performance type proficiency test for the metal trades that could be used for training assessment, occupational licensure, or personnel selection with minimal discrimination because of education or cultural background. The experience gained during test development provided a model for test development for other skilled trade occupations.

Results indicated that the test was economically feasible, reliable with respect to agreement among scores and internal consistency, and content-valid. Scores also showed substantially smaller white-minority differences than did paper-and-pencil tests. The question of stability of scores over time could not be resolved. The procedures used in the development of the tests are considered to be appropriate for use with other occupations involving manual skills.

A PERFORMANCE MEASUREMENT FEASIBILITY STUDY: IMPLICATIONS FOR MANPOWER POLICY
1974

NTIS PB240809/AS

3-024 A Study of Accelerated On-the-Job Training Program for the First Year of On-the-Job Training for the Precision Machinist Apprentice

NATIONAL TOOL, DIE AND PRECISION MACHINING ASSOCIATION
WASHINGTON, D.C.

William E. Hardman and Norton R. Munn

Contract 82-11-72-11
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; MACHINISTS; ON-THE-JOB TRAINING (OJT); PROGRAMED INSTRUCTION; TOOL AND DIE; CRAFT WORKERS; JOB ANALYSIS

The objectives of this project were to develop and assess an on-the-job training (OJT) model for first-year apprentices in the tool, die and precision machining industry. The thrust of the effort involved testing the efficacy of a training system based on the apprentice's own pace of learning to perform specific tasks rather than on the conventional time-frame associated with apprentice training.

Existing apprenticeship standards were examined and task analyses conducted to determine actual job requirements and to set up the necessary training system. The resulting system was tested on two groups of 60 trainees—the experimental subjects and a comparison group.

Apprentices trained in a programmatic manner achieve the desired first-year level of knowledge and skills in a shorter time than apprentices in other apprenticeship programs. Moreover, the machine/hours standard now used to measure apprentices' progress was not a valid indicator of skill acquisition, the study reports.
December 1973

NTIS PB226835/AS

3-025 Dual Enrollment as an Operating Engineer Apprentice and an Associate Degree Candidate

NATIONAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE FOR OPERATING ENGINEERS
WASHINGTON, D.C.

Reese Hammond

Grant 21-11-73-12
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; UNIVERSITIES AND COLLEGES; OPERATING ENGINEERS; UNIONS

The feasibility of combining trade union apprenticeship with college study was tested, working through a national advisory committee of operating engineers and technical college officials. Colleges offering a 2-year associate degree and joint apprenticeship committees provided college instruction and apprentice training to youth in this dual enrollment project. The project was designed to furnish each participating volunteer apprentice with options for career and avocational opportunities and development. First, the program enhances the apprentice's chances for promotion within the trade. Later, at some future point, should the enrollees wish to upgrade their skills, their associate degrees in science would be applicable to a higher degree.

Two types of dual enrollment programs were assessed—local and regional. Local dual enrollment programs enabled apprentices to attend local community colleges on their own time at the end of their work day. Regional dual enrollment provided full-time classroom instruction during slack periods in construction activity. Annually, participating apprentices were housed on campus at Dickinson State College in North Dakota for 12 weeks of instruction.

More than 2,300 apprentices were enrolled in the 3-year dual enrollment project. They were affiliated with 17 local unions and attended 20 participating community colleges. Their average age was 24 years, and one-third were minority group members. Since the typical program took a minimum of 3 or 4 years to complete, only at the end of the project were apprentices beginning to obtain degrees. Fifteen enrollees did receive the A.A. degree before the study ended.

The International Union of Operating Engineers continued the project under its sponsorship and negotiated to enroll an additional 600 apprentices.

A. Michael Collins
August 1976

NTIS PB256631/AS

3-026 Report of a Conference on Apprenticeship Training and Suggestions for a Model Apprenticeship System for the 1970's

CORNELL UNIVERSITY
ITHACA, N.Y.

Felician F. Foltman

Grant 21-36-73-39
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; CONFERENCES; ON-THE-JOB TRAINING (OJT); CRAFT WORKERS; RELATED INSTRUCTION

The purpose of this grant was to convene a 3-day conference to provide a forum for reviewing apprenticeship research results and to elicit policy implications for improving the apprenticeship system.

Papers by selected researchers in apprenticeship and individuals with operational responsibilities for apprenticeship programs were presented and discussed. Interviews with key figures in apprenticeship training were conducted after the conference to assess the merits of proposed programmatic changes presented at the conference.

The report concluded that apprentice training served an important function in the Nation's total employment and training system. Specific changes in apprentice training were suggested in order to make apprenticeship even more appropriate for future needs.

The basic recommendation was that labor and management should continue to bear major responsibility for the conduct of the program with additional technical service support to be available from the Bureau of Apprenticeship and Training.
1974

NTIS PB236231/AS

3-027 A Pilot Study of the Apprenticeship System

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

John J. Walsh

Contract 20-49-74-03
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; PILOT STUDY; ON-THE-JOB TRAINING (OJT); UNION PRACTICES

A pilot study was conducted in two States to determine the feasibility of a nationwide survey of the apprenticeship system. Data were sought, via mail questionnaires, on administrative aspects of apprenticeship, including costs of training, methods of training, recruitment and selection techniques, and other information useful in developing guidelines for improving the apprenticeship system.

The 36-percent response rate from project subjects led investigators to conclude that it was not feasible to conduct a national survey at reasonable cost. Several factors contributed to the low response rate. They included lack of adequate local data and recordkeeping as well as refusals to participate.

When the questionnaire-by-mail technique proved unproductive, the project explored the case study approach that tested the use of personal interviews as a means of obtaining information on apprenticeship programs. The 62-percent response rate thereby achieved convinced the investigators that the case study approach was best for assessing the apprenticeship system. The investigators asserted that personal interviews were feasible, modest in cost, and though never lending themselves to controlled statistical generalization, could provide most of the insights necessary to understand apprentice practices across the various trades, industries, and geographical areas to determine, in general terms, the role of apprenticeship in the national employment and training system.

John J. Walsh and Jan Totten
May 1975

NTIS PB243391/AS

3-028 Upgrading Programs for Construction Journeymen

FLORIDA INTERNATIONAL UNIVERSITY
MIAMI, FLA.

William S. Franklin

Grant 21-12-74-22
Project completed fiscal year 1975

Descriptors: UPGRADING; JOURNEYMEN; CRAFT WORKERS; CONSTRUCTION INDUSTRY; UNION PRACTICES; RELATED INSTRUCTION

Journeyman upgrading programs in the building trades were assessed in this two-city study. This type of training was designed to help construction craft workers keep abreast of changes in the industry. In examining six upgrading programs, the investigator conducted personal interviews with journeymen, employers, and other knowledgeable construction industry people. He found that about a third of the journeymen in the study had participated in upgrading courses at some time since becoming journeymen. They had taken such training to learn how to use new products and processes, to acquire skills for which they had had no prior training, and to sharpen skills blunted through disuse. A majority, seven tenths, of these journeymen believed that they had benefited from upgrading programs. They felt that the coursework had increased their ability to hold a variety of jobs. Even though program funds were provided by employers through collective bargaining agreements, the study found that many contractors knew little about upgrading programs. Such lack of familiarity had undoubtedly lessened the impact of these programs.
June 1975

NTIS PB243401/AS

3-029 Joint Workshops: Performance Based Apprentice and Technical Training

A. E. ORIEL & ASSOCIATES, LTD.
CHICAGO, ILL.

Arthur E. Oriel

Grant 21-17-75-09
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; CRAFT WORKERS; PROGRAMED INSTRUCTION; TECHNICAL TRAINING; TOOL AND DIE

Five workshops were conducted in three cities for industrial trainers, technical college personnel, and officials of the Bureau of Apprenticeship and Training, U.S. Department of Labor, to disseminate information on performance-based training. Such training emphasized skill mastery rather than the completion of a given number of course hours. With the National Machine Tool Builders' Association as workshop cosponsor, the project communicated the basic methods and principles outlined in the recent ETA study by the project director, "Improving Performance in Technical and Apprentice Training" (Contract 82-17-71-48).

Procedures involved in developing performance-based training were assessed at the workshops, including performance analysis, design of instructional materials, and training results. Workshop sponsors also provided technical assistance to those seeking help in implementing the system.

Cost of developing training materials and resistance to change were major obstacles impeding wider use of performance based systems. Nevertheless, more than 90 percent of industrial workshop participants and 61 percent of BAT personnel indicated that they would recommend the use of per-

formance-based training for industry. Moreover, 64 percent of the industrial and college participants were using or were planning to use this method in their training programs as a result of the workshops.
September 1976

NTIS PB258558/AS

3-030 Study of Operations of Federal Apprenticeship Programs

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Grant 20-51-75-34
Project completed fiscal year 1976

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

This study was undertaken to provide the Federal Committee on Apprenticeship with an objective review of apprenticeship programs and to identify potential areas of improvement. Personal interviews on the operation of apprenticeship were conducted with Federal and State apprenticeship officials and other persons with knowledge of the system.

The investigator found that apprenticeship administrators tended to give more emphasis to the development of standards and the training of increasing numbers of apprentices and less to other aspects of the apprentice program. As a result, periodic quality review was recommended to assess the nature and content of apprentice operations.

Other recommendations included: The use of other agencies to help project future apprenticeship needs, establishment of an apprenticeship clearinghouse, and improvement of Federal-State relations in creation of apprenticeship systems.

3-031 Feasibility of Awarding Postsecondary Education Credit for Apprenticeship Programs

AMERICAN COUNCIL ON EDUCATION
WASHINGTON, D.C.

Henry A. Spille

Grant 21-11-77-13
Project completed fiscal year 1978

Descriptors: APPRENTICESHIP; UNIVERSITIES AND COLLEGES; RELATED INSTRUCTION

This project assessed registered apprenticeship programs to determine the feasibility of recommending that college credits be awarded for apprentice training. The prospect of receiving credit for learning acquired through job training should motivate apprentices and journeymen to further their training and education.

The researcher evaluated eight apprenticeship programs and recommended that college credits be granted for the training all of them provided. The recommended credit ranged from 9 to 48 semester hours toward associate and baccalaureate degrees. However, because apprenticeship programs vary from one locality to another, these recommendations could not be extended beyond the programs evaluated.

John W. Kain
April 1978

NTIS PB284463/AS

3-032 Feasibility Study and Demonstration Project to Establish a One-Stop Apprenticeship Opportunity Center

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Robert W. Glover

Grant 21-48-77-19
Project still in progress

Descriptors: APPRENTICESHIP; TESTING; EMPLOYMENT OPPORTUNITIES; CRAFT WORKERS

This project is designed to determine the feasibility of a one-stop center to register applicants for admission into apprenticeship programs. Such a center would centralize and streamline the application and preliminary screening processes for apprenticeship entry in all occupations for an entire city. Current information on apprenticeship opportunities, remedial and other supportive services and assistance, and testing would be available in the center to qualify youth for apprentice openings. The project will assess the prospects of obtaining voluntary cooperation of unions and other parties and specify the functions of the center.

3-033 Establishment of a Clearinghouse of Apprenticeship Information

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Edward Davin

Grant 20-11-78-18
Project still in progress

Descriptors: APPRENTICESHIP, INFORMATION SYSTEMS

This project is weighing the feasibility of establishing within the Bureau of Apprenticeship and Training (BAT) a clearinghouse of information on successful and innovative apprenticeship training, administrative, and recruitment practices. If a clearinghouse proves to be feasible, the contractor will temporarily staff it. After this experimental period, BAT staff will operate the clearinghouse.

3-034 To Test the Feasibility of Developing Data on Nonregistered Apprentices by Occupation and Industry and State Using Two Ongoing Statistical Programs

MANPOWER AND EDUCATION RESEARCH ASSOCIATES
ARLINGTON, VA.

Sol Swerdloff

Grant 21-51-78-22
Project completed fiscal year 1978

Descriptors: APPRENTICESHIP; INFORMATION SYSTEMS; EMPLOYMENT AND TRAINING SERVICES INFORMATION; DATA SOURCES AND USE; QUESTIONNAIRE

This study was undertaken to determine whether useful and reliable data on unregistered apprentices could be obtained from the ongoing State and National Apprenticeship Program Statistics (SNAPS) and Occupational Employment Statistics (OES) Program.

It discovered that data problems preclude the use of SNAPS and OES for estimates on unregistered apprentices. The principal problem is differences between the two surveys in classification of individual establishments or programs. The study recommended that the ES 202 file be used to classify the

SNAPS individual establishment program data at the local, State or national level and that more national and State resources and efforts be devoted to improving apprentice data collection and estimation by OES.

REPORT ON PROJECT TO TEST THE FEASIBILITY OF DEVELOPING DATA ON NONREGISTERED APPRENTICES BY OCCUPATION AND INDUSTRY AND BY STATE USING TWO ONGOING STATISTICAL PROGRAMS
May 1978

NTIS PB287192/AS

3-035 APPRENTICESHIP, TRAINING, AND LABOR MARKET DOCUMENTATION OF WOODSWORKING TRAINING PROGRAM

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Gary W. Sorenson

Grant 21-41-78-41
Project still in progress

Descriptors: APPRENTICESHIP; ON-THE-JOB TRAINING (OJT); RELATED INSTRUCTION; LABOR DEMAND; TURNOVER; TRAINING EFFECTIVENESS AND IMPACT

This study will investigate a number of labor market and other issues in preparation for a later assessment of a model apprenticeship program in woodsworking skills and a decision on developing apprenticeship and training standards for the woodsworking industry. The model program, conducted by the Forest Education and Energy Institute of Ashland, Oreg., is to give apprentices experience in all phases of logging, reforestation, and thinning and familiarize them with all commonly used logging equipment.

Issues to be considered in the present study are the short- and long-term demand for woodsworkers, including the demand resulting from labor turnover, and the characteristics of applicants for woodsworking jobs. The project staff will look into the content and design of the apprenticeship training, the role of unions, and the ease of transferring the skills acquired to jobs outside of Oregon. They will also examine the program's recruitment techniques, especially its record on enrolling minority members and women. Other issues to be investigated are the job prospects, skills, and earnings of the trainees compared with those of workers recruited and informally trained by the industry.

3-036 APPRENTICESHIP TRAINING: THE HISPANIC EXPERIENCE IN THE U.S.

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Gilbert Cardenas

Grant 21-48-78-63
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; APPRENTICESHIP; APPRENTICESHIP OUTREACH PROGRAMS

The objectives of this grant are to examine the nature and extent of Hispanic American participation in apprenticeship training programs; specify the process of entry or barriers to entry; and recommend methods of enhancing Hispanic participation.

The grantee will review appropriate literature sources; examine available national data on apprenticeship enrollment; and interview union and government officials, employers, leaders of community organizations, apprentices, and CETA program administrators.

3C. EDUCATION

3-037 NO LONGER SUPERFLUOUS: THE EDUCATIONAL REHABILITATION OF THE HARD-CORE UNEMPLOYED

SOUTH BEND COMMUNITY SCHOOL CORPORATION
SOUTH BEND, IND.

Nathaniel J. Pallone

Contract MDTA 11-64
Project completed fiscal year 1965

Descriptors: BASIC EDUCATION; HARDCORE; PREVOCATIONAL TRAINING

The objectives of this project were: (1) To provide basic education (especially in language and arithmetic) for 100 hardcore unemployed workers and to help them develop favorable work attitudes; (2) to determine the educational, social, and attitudinal characteristics of hardcore unemployed workers amenable to the development of educational and vocational skills and appropriate work attitudes; and (3) to explore instructional techniques most appropriate to these purposes. Subjects received 36 weeks of education to improve their skills, including both individual and group guidance, focusing on self-as-worker. Subsequently, they received 16 weeks of vocational training.

An overwhelming majority of the hardcore unemployed workers in the study were found to be educationally, rather than mentally, retarded. It was demonstrated, during this project, that it was possible to prepare such workers, in a relatively short time, to undertake vocational training. The report pointed out the failure of some conventional "intelligence" tests to reveal an individual's capacity for benefiting from remedial education.
1965

NTIS PB177420/AS
Also available from ERIC—ED 015328

3-038 ENHANCING THE OCCUPATIONAL OUTLOOK AND ASPIRATIONS OF SOUTHERN SECONDARY YOUTH—A CONFERENCE OF SECONDARY SCHOOL PRINCIPALS AND COUNSELORS (MAY 8-9, 1964)

TUSKEGEE INSTITUTE
TUSKEGEE, ALA.

P. Bertrand Phillips

Contract MDTA 19-64
Project completed fiscal year 1965

Descriptors: VOCATIONAL GUIDANCE; HIGH SCHOOLS; CONFERENCES; SOUTHERN STATES

To promote interest in the development of a meaningful vocational guidance program for southern youth, an institute and a project conference were conducted for high-school principals and guidance counselors from seven Southern States.

The report of the conference included recommendations for improving vocational and occupational information and its dissemination, as well as an evaluation of the extent and effectiveness of followup activities. A followup study of schools participating in the conference showed that 9 of every 10 were providing a greater variety of occupational information materials than previously. There was also an increase in the extent of student participation in guidance activities, and a step-up in programs aimed at identifying and assisting potential dropouts.
1965

NTIS PB177438/AS
Also available from ERIC—ED 015250

3-039 GRADUATES OF PREDOMINANTLY NEGRO COLLEGES—CLASS OF 1964

NATIONAL OPINION RESEARCH CENTER
CHICAGO, ILL.

Joseph H. Fichter

Contract MDTA 22-64
Project completed fiscal year 1968

Descriptors: COLLEGE GRADUATES; BLACK/WHITE; CAREER CHOICE; DISCRIMINATION; ATTITUDES

This project sought to determine the employment aspirations, career decisions, and plans for graduate study of a group of 1964 graduates of predominantly black colleges. The study was based on mail questionnaire surveys of: (1) A sample of graduates of the 1964 class of 50 predominantly black colleges; (2) a sample of graduates of predominantly white colleges; and (3) all others. The comparison groups were derived from a companion national study of the 1964 senior class.

The findings documented the specific barriers that the black student felt must be surmounted to reach and complete college. Low family income, poorly educated parents, and broken homes were among the early obstacles. Compounding these difficulties were segregated and unequal schooling, low academic standards, and an inadequate precollege curriculum.

Poverty was also found to be a principal deterrent to graduate education and professional training: financial disability delayed the students' entrance to college, interrupted their college careers, and prevented continuation in graduate school.

The majority of both black and white female students planned to enter teaching. Black male students expected they would most likely work as teachers in elementary or secondary schools, whereas most white male students expected to work in business and industry.

Blacks felt there was discrimination against them in business, with no opportunity for advancement to executive and administrative positions. However, except in the South, the black students expected improvements in all occupational categories.

1964

GPO AVAILABLE IN PUBLIC HEALTH SERVICE PUBLICATION NO. 1571, 1967; "CAREER EXPECTATIONS OF NEGRO WOMEN GRADUATES," *Monthly Labor Review,* November 1968 (article)

3-040 CONFERENCES ON VOCATIONAL GUIDANCE FOR GIRLS

WOMEN'S BUREAU, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Mary Dublin Keyserling and Mary Hilton

Contracts MDTA 30-64, 81-08-10, and 81-09-66-09
Project completed fiscal year 1966

Descriptors: COUNSELING AND GUIDANCE; HIGH SCHOOLS; YOUNG WOMEN; CONFERENCES

This project had three components:

1. In 1964, a conference was held in Washington to reexamine the approaches of school guidance counselors to the counseling of girls in light of their changing employment patterns, and to consider methods of aiding school guidance counselors in helping girls acquire a more realistic view of their futures. The conferees included six State school guidance officials and representatives of the Department of Labor and the Office of Education.

The conference concluded that outdated attitudes toward women's work roles should be reexamined in view of the current facts, and that counselors and counselor-educators should be helped to revise their approach to counseling girls. In addition, the conference stressed that girls must accept the probability that they will play a dual role as homemakers and paid workers for a large portion of their lives and need to be helped to realize their fullest potential in both capacities.

The conference recommended that a few pilot regional conferences of school guidance counselors be held. It also suggested that up-to-date audiovisual and other special materials be developed to reach girls and their parents and also counselors and community groups. (One such effort was made under contract 81-34-66-28.)

2. Following the recommendation of the initial conference, in Chicago in February 1965 a pilot conference was held to explore methods for improving counseling services to girls and young women. Emphasis was placed on the special aspects of guidance work in light of changing socioeconomic patterns which affect young women.

The participants from seven Midwestern States represented a cross-section of individuals and agencies active in guidance and placement work with girls in urban, suburban, and rural communities. The seven States represented were Arkansas, Illinois, Indiana, Michigan, Kentucky, Missouri, and Wisconsin.

3. In December 1965, a similar conference was held in Philadelphia for representatives from the District of Columbia, Delaware, Maryland, New Jersey, New York, Pennsylvania, and West Virginia.

NEW APPROACHES TO COUNSELING GIRLS IN THE 1960'S—A REPORT OF THE MIDWEST REGIONAL PILOT CONFERENCE HELD AT UNIVERSITY OF CHICAGO CENTER FOR CONTINUING EDUCATION, FEBRUARY 26-27, 1965

Mary Hilton
1966
GPO

"A Survey of Counselor Attitudes Toward Women," *Minnesota Guidance Bulletin, Winter 1969 (article).*

COUNSELING GIRLS TOWARD NEW PERSPECTIVES: A REPORT OF THE MIDDLE ATLANTIC REGIONAL PILOT CONFERENCE HELD IN PHILADELPHIA, PA., DECEMBER 2-4, 1965.

Mary Dublin Keyserling
1966
GPO

3-041 ADAPTING EDUCATIONAL CHANGE TO MANPOWER NEEDS IN QUINCY, MASS., AND WOOD COUNTY (PARKERSBURG), W. VA.

NATIONAL EDUCATION ASSOCIATION
WASHINGTON, D.C.

Virgil M. Rogers

Contract MDTA 34-64
Project completed fiscal year 1967

Descriptors: VOCATIONAL EDUCATION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; PROGRAM DESIGN; INSTITUTIONAL CHANGE; MASSACHUSETTS, QUINCY; WEST VIRGINIA, PARKERSBURG

This project was designed to help schools reorient their vocational education programs, and to assist them in identifying opportunities for shifting to broader and more general concepts of vocational education. The study sought to determine means of adapting educational systems to current and future technological requirements.

Information was collected over a 2-year period from administrative staffs, school boards, townsmen, club groups, students, and PTA's in two very different school districts—Quincy, Mass. and Parkersburg, W. Va.

Study findings indicated an interesting pattern of experiences:

1. Both communities systematically went about preparing their staffs, facilities, school boards, and citizens for study and improvement of the educational program to meet the changing vocational needs of their youth and adults.

2. School officials initiated studies within the faculty while soliciting help from the outside as the staff attempted to identify shortcomings and needs and to diagnose the problems encountered. There were no attempts to cover up or evade the issues as they were brought under consideration.

3. Educational philosophy and practice were examined with a view to their being modified through involvement of faculty in committees, discussions, and planning sessions.
4. In both communities the administrations recognized their financial limitations and explored other sources of revenue in the public as well as the private sector.
5. In each community the administration maintained effective communication about planned activities with the board of education.
6. A broad drive to upgrade and expand the role of the counseling and guidance departments in the pilot schools helped considerably in changing student attitudes on "prestige courses" or "major selections," and particularly for initiating realistic and objective analyses of student interests, aptitudes, and purposes in counseling and occupational planning.
1964

NTIS PB177421/AS
Also available from ERIC—ED 015268; "Modernizing Vocational-Technical Programs", *The American School Board Journal*, December 1967 (summary); National Education Association Automation Project, 1201 16th Street, N.W., Washington, D.C.

3-042 School and Community Factors in Employment Success of Trade and Industry Course Graduates

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

James W. Altman and Edward J. Morrison

Contract MDTA 37-64
Project completed fiscal year 1967

Descriptors: VOCATIONAL EDUCATION; HIGH SCHOOLS; STUDENTS; JOB PLACEMENT

This study explored the reasons for differences among schools in placement and employment performance of graduates, particularly the extent to which these factors could be controlled by the schools.

The placement performance (the rate at which graduates find jobs in the fields for which they receive training) and the employment performance (graduates' employment, progress in earnings and promotions, job satisfaction, etc.) of a sample of vocational schools were used to identify particularly successful and relatively unsuccessful schools. Interviews, questionnaires, attitude scales, and other tools were used to develop data on such school characteristics as relations with employers, labor unions, local employment service offices, and other community organizations.

Findings indicated that effective placement depended upon a positive focus in the school's placement activity, with the school taking the initiative in reaching community organizations and employers. In these circumstances, employers' hiring practices were favorable to the schools and also contributed to effective placement. This was especially true where employers and other community groups participated in curriculum development. In general, the graduates' satisfaction with the job followed successful placement activity. Vocational schools showed greater success than comprehensive schools in placing graduates.
1967
ETA

3-043 Job Performance of Young Workers in Relation to School Background—A Pilot Approach Toward Using the Job Environment in Evaluating Both General and Vocational Education

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Howard E. Bergstrom

Contract 81-22-30
Project completed fiscal year 1967

Descriptors: HIGH SCHOOLS; YOUTH; TRANSITION FROM SCHOOL TO WORK; JOB PERFORMANCE

The main objective of this project was to develop a method for predicting job success by relating a worker's high school background to the most desirable qualifications for a worker in his particular occupation, for possible use in defining job-entry requirements and strengthening high school programs.

A sample of 1963 male high school graduates was interviewed regarding their employment experiences since graduation. The sample included graduates from a suburban comprehensive high school, an urban comprehensive high school, and an urban vocational high school. Data on individual educational backgrounds were obtained from school records, and employers and immediate supervisors were interviewed for employment information.

Communication skills and personal adequacy were more significant for the graduates' job success than were specific job-related skills. Young men from all three kinds of schools obtained jobs related to their training, but more of the vocational school graduates did so, since more of them had specific training. School grades were not particularly relevant to success on the job, but poor school attendance was associated with poor job performance.
1967

NTIS PB177419/AS
Also available from ERIC—ED 015231

3-044 Effects of Vocational Training and Other Factors on Employment Experience

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 81-22-35
Project completed fiscal year 1967

Descriptors: FEASIBILITY STUDY; VOCATIONAL TRAINING; EMPLOYMENT PATTERNS; MINNESOTA

The ultimate objective of this study was to assess the contribution of vocational training to employability, taking into account the interrelationships between training and a broad range of other factors relevant to employability.

A feasibility study was conducted in Hennepin County, Minn., to test whether a household survey could produce reliable data of the kind desired that would be representative of the general population. Data were obtained on the individual's employment record for the past 3 years, vocational training, and such other factors as formal education, health record, military status, and childhood socioeconomic level.

On the basis of the feasibility study, it was determined not to proceed with a proposed survey of urban, mining, and agricultural areas in Minnesota.

FINAL REPORT ON PRELIMINARY PHASE: EFFECTS OF VOCATIONAL TRAINING AND OTHER FACTORS ON EMPLOYMENT EXPERIENCE
1967

NTIS PB177401/AS

3-045 Work Training Program (An Experimental and Demonstration Program for Economically and Socially Disadvantaged Individuals)

WORK TRAINING PROGRAM, INC.
SANTA BARBARA, CALIF.

Contract 82-04-37
Project completed fiscal year 1972

Descriptors: DYSLEXIA; BASIC EDUCATION; MEXICAN AMERICANS

This project sought to help the heads of poor families—largely Mexican Americans, with little education and a history of employment in menial jobs—to help themselves. Its clients were eager to improve their education and improve their status.

The project involved the community in: (1) Helping to build, paint, equip, and staff a day-care center; (2) attending weekly luncheons with participants and their families to discuss their problems; and (3) establishing a "buddy" system whereby each employer volunteered to help one participant find appropriate employment. These services were picked up by other organizations.

Perhaps most important, the instructor found that about 30 percent of the participants suffered from developmental dyslexia (an inability to relate the sound of words or numbers to the pictures or symbols representing those sounds). They could not be taught to read and write by traditional methods and were often considered to be mentally retarded although they were not. They were taught to compensate for their disability and learned to read and write through special teaching methods. After the project, the instructor was hired by the Santa Barbara school system to provide remedial instruction to dyslexic students. A subsequent followup (Grant 92-06-71-01) found that after 3 years the dyslexic participants had achieved lasting improvements in their economic and social status.
1972

NTIS PB199505/AS

3-046 EDUCATIONAL, VOCATIONAL, AND PERSONAL SERVICES FOR UNDEREDUCATED HIGH SCHOOL GRADUATES

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Contract 82-10-66-56
Project completed fiscal year 1968

Descriptors: BLACKS; EDUCATION; WOMEN

This project focused on undereducated high school graduates—people with the credentials but not the ability to meet employers' standards for good-paying jobs left unfilled for lack of qualified applicants.

A rounded program of educational, vocational, and personal services was provided to a client group made up of 90 percent black women.

Personal counseling was found to be the most compelling service. However, in the project's second year, a close relationship between students and their instructors, as well as their counselors, proved to be important.
1968

NTIS PB199084/AS

3-047 THE ROLE OF TECHNICAL SCHOOLS IN IMPROVING THE SKILLS AND EARNING CAPACITY OF RURAL MANPOWER: A CASE STUDY

ST. MARY'S COLLEGE
WINONA, MINN.

Svetozar Pejovich

Grant 91-25-66-04
Project completed fiscal year 1966

Descriptors: VOCATIONAL EDUCATION; RURAL AREAS; RETURNS ON EDUCATIONAL INVESTMENT; MINNESOTA, WINONA

This study profiled the Winona Area Technical School (WATS) in Winona, Minn., in an attempt to establish a basis for evaluating the private and social costs and returns accruing from investment in rural technical schools. Data on age, occupation, earnings before and after technical school training, and the school's annual net operating costs per student were obtained from school records and the Minnesota State Employment Office. Mail questionnaires were also sent to all full-time students who graduated between 1960 and 1965. Rates of return on investment were calculated according to the student's costs and the total costs of investment in education.

Calculated median private rates of return on investment in technical training were above or about equal to the average rates of return an individual could expect to receive from other forms of investment. Intangible nonquantifiable benefits, such as increased confidence and the sense of accomplishment, were also evidenced. From the community's standpoint, use of the same resources elsewhere could not be expected, on the average, to provide Winona with a higher rate of return. WATS also made an important contribution to the community by supplying Winona employers with a variety of skilled labor.

Svetozar Pejovich and William Sullivan
1966

NTIS PB177780/AS
Also available from ERIC—ED 015329

3-048 PROJECT ASSIST (A PROGRAM TO MOTIVATE HIGH SCHOOL GRADUATES TO ACQUIRE REMEDIAL EDUCATION TO QUALIFY FOR EMPLOYMENT)

NATIONAL URBAN LEAGUE (SOUTHERN REGIONAL OFFICE)
ATLANTA, GA.

Contract 82-34-67-28
Project completed fiscal year 1968

Descriptors: MOTIVATION; UPGRADING; BASIC EDUCATION; SOUTHERN STATES

This project offered services to help high school graduates and trained workers prepare for better jobs. Programs of motivation and rapid educational remediation were provided in six southern States.

During the second phase of the project, the Employment Service assumed supervision, to provide more positive recruitment, upgrading, and job placement.
1971

NTIS PB199080/AS

3-049 AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Stephen D. Stuart

Contract 81-37-68-40
Project completed fiscal year 1973

Descriptors: VOCATIONAL EDUCATION; JOB ANALYSIS; HIGH SCHOOLS; OCCUPATIONAL TRAINING; CURRICULUMS; AUTOMOTIVE MECHANICS; CHEF/COOK; NURSES; CLERICAL OCCUPATIONS; CONSTRUCTION INDUSTRY; HEALTH OCCUPATIONS; MACHINE TOOL INDUSTRY; ELECTRICIANS; CARPENTERS; SALESWORKERS; MICHIGAN, DETROIT; MICHIGAN, GRAND RAPIDS; MICHIGAN, MT. PLEASANT

This project researched the possibility of improving the effectiveness of vocational course offerings by comparing the skills produced by school curriculums with the skills employers required. The principal objective was to recommend changes in the curriculums consistent with the findings.

Through interviews with employers, employees, and members of advisory committees in three Michigan cities, the researchers gathered information on current and prospective job content and skill requirements for 10 growth occupations deemed appropriate for vocational education: Automobile engine mechanic; bookkeeper; chef/cook; clerk-typist/clerk-stenographer; construction carpenter; construction electrician; dental assistant; licensed practical nurse; numerically controlled machine tool operator; and salesperson. Requirements were compared with the skills taught in curriculums to identify needed changes.

Varying degrees of success were achieved in implementing changes in school procedures. In many cases the funds were not available to introduce new, or modify existing, curriculums. A serious deterrent to the identification and reduction of skill discrepancies was the general lack of behaviorally stated objectives for the vocational programs studied.

The overall report outlined a method whereby school systems could design and maintain programs to develop student skills which corresponded to employer-desired skills. Important features of the model were the development of behaviorally stated educational objectives for vocational programs and systematic followup surveys of vocational graduates. Separate section reports gave details for the specified occupations.
July 1972

NTIS PB214745/AS
Summarized in the *American Vocational Journal*, November 1972.

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON AUTOMOBILE ENGINE MECHANIC
July 1972

NTIS PB222958/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CHEF/COOK, DENTAL ASSISTANT, AND LICENSED PRACTICAL NURSE
July 1972

NTIS PB223154/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CLERK/TYPIST, CLERK STENOGRAPHER, BOOKKEEPER AND SALES PERSON
July 1972

NTIS PB223085/AS

AN EXPLORATORY STUDY TO ANALYZE NEW SKILL CONTENT IN SELECTED OCCUPATIONS IN MICHIGAN AND THE MECHANISM FOR ITS TRANSLATION INTO VOCATIONAL EDUCATION CURRICULA: SECTION REPORT ON CONSTRUCTION ELECTRICIAN, NUMERICALLY CONTROLLED MACHINE TOOL OPERATOR, AND CONSTRUCTION CARPENTER
July 1972

NTIS PB223086/AS

3-050 Opportunities for Blacks in the Profession of Engineering

NEWARK COLLEGE OF ENGINEERING
NEWARK, N.J.

Robert Kiehl

Contract 81-32-69-14
Project completed fiscal year 1971

Descriptors: BLACKS; ENGINEERS; TECHNICIANS; TECHNICAL TRAINING; UNIVERSITIES AND COLLEGES; EMPLOYMENT OPPORTUNITIES

This study examined educational and employment opportunities for blacks in engineering. Enrollment information was obtained by questionnaire from colleges that enrolled over half of the U.S. engineering students and from slightly more than half of the 680 technician training schools contacted. Deans of six of the seven black colleges offering engineering provided supplemental data in interviews. Employment data were obtained from 103 black engineers and 45 black technicians who had graduated from the institutions in 1968 and 1969.

The study found about 750 blacks among an estimated 40,000 B.S. engineering graduates in June 1970. Almost half of the blacks attended the predominantly black colleges offering engineering. Although the number of black engineering students had risen little in the 7 preceding years, these students constituted a higher percentage of the 1969-70 freshman and sophomore engineering classes in predominantly white colleges. This was attributed to the special programs that some colleges had set up recently to attract and retain minority youth.

The technician training institutions reported 993 (4.6 percent) black students in the final year of the programs. Based on this figure, the researcher estimated there were 1,500 to 2,000 black graduates of the technician programs in June 1970.

Administrators of colleges and technician schools reported a growing demand for blacks in engineering. Among the reasons given for the relatively small number of blacks in engineering were little knowledge of the profession and poor employment opportunities in the past. Poor preparation and career guidance in high school were also blamed.

Most of the black engineers and technicians contacted liked their jobs. Many of them believed, however, that they had been hired to fill some quota and foresaw limited progress in the firm.

The researcher made a number of recommendations for increasing the number of black engineers and technicians.
June 1971

NTIS PB197065/AS
ETA "WANTED: BLACK ENGINEERS," *Monthly Labor Review*, June 1971, pp. 8-10.

3-051 Nashville Concentrated Employment Program: Literacy

TENNESSEE STATE UNIVERSITY
NASHVILLE, TENN.

Norman A. Buktenica

Contract 92-45-70-03
Project completed fiscal year 1972

Descriptors: DYSLEXIA; CONCENTRATED EMPLOYMENT PROGRAM; BASIC EDUCATION

This project was established in collaboration with the Concentrated Employment Program (CEP), its Basic Education Component, and the Tennessee State University in order to assess the impact of educational intervention on symptoms of dyslexia.

Four objectives of the program were: (1) To develop practical and relevant screening and evaluation procedures for a program of adult basic education for application to suspected dyslexiacs; (2) to establish and maintain involvement of project personnel with CEP for the revision and development of curriculum; (3) to insure the smooth transition of responsibility for administration of the screening and evaluation program from the project staff to the CEP staff; and (4) to conduct an onsite visit to the Santa Barbara Work Training Program (See grant 92-06-71-01), since that program had begun and was in a posi-

tion to impart valuable information on assessing enrollees and on evaluation and teaching procedures.

It was necessary to terminate the project before reaching the objectives because of the difficulty of recruiting functionally illiterate readers. The conclusions must be considered in the light of these limitations.

The findings suggested no evidence that poverty resulted from illiteracy. Persons in the project were functionally literate and fell within the poverty range; the ability to read did not necessarily raise one out of poverty.

FINAL REPORT: NASHVILLE CONCENTRATED EMPLOYMENT PROGRAM: LITERACY
1972

NTIS PB208306/AS

3-052 Social, Cultural and Educational Factors Associated with Relative Vocational Success of Navajo High School Graduates

UTAH STATE UNIVERSITY
LOGAN, UTAH

H. Bruce Bylund

Contract 81-47-70-05
Project completed fiscal year 1970

Descriptors: INDIANS; EDUCATIONAL EFFECT ON CAREER PATTERNS

This feasibility study analyzed educational and cultural influences on the vocational success of the Navajo—specifically, the 1964 "graduates" of the Intermountain School in Utah. The school records of all 171 graduates were examined, but only 80 could be found for interviews about their employment during the 5 years after graduation and their beliefs about Navajo customs and traditions. Although school data showed no great or consistent differences between those interviewed and those not interviewed, the smallness of the sample precluded definitive analysis.

The researcher also encountered interviewing problems. Students attending the vocational boarding school either lived in remote areas of the reservation where other schools were inaccessible or had been enrolled for social or welfare reasons. Nearly two-thirds of the graduates received certificates, rather than diplomas, and over two-fifths of those interviewed had completed less than 10 years of school. The interviewers found that many of the graduates were not familiar with relatively common words on the questionnaire. Moreover, many were unable to respond to unstructured questions.
1970

NTIS PB189902/AS

3-053 Operation Young Adults: A Work-Study Program

ROCHESTER JOBS, INC.
ROCHESTER, N.Y.

Donald Ginsberg

Contract 82-34-70-33
Project completed fiscal year 1973

Descriptors: WORK-STUDY PROGRAMS; WORK-EXPERIENCE PROGRAMS; DISADVANTAGED; YOUTH; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

This project, with the Rochester City School District as principal subcontractor, combined academic courses and work experience to demonstrate the relationship between education and the world of work for potential and actual junior high and high school dropouts.

The three components of the project—work experience, academic instruction to complement the work experience, and special counseling—were differentiated primarily by age grouping and type of work experience. The In-School Simulated Industry Program provided students aged 14 to 16 with work experience in a simulated industrial setting specially established in a separate facility. In the Industrial Work-Study Program, students aged 16 to 20 attended academic classes for one half of the day and worked at a paid job for the other. In the Housing Renovation Program, the 16 to 20-year group gained paid work experience in renovating dilapidated houses under the supervision of multiskilled instructors.

The final overall report describes the project in detail and the problems in getting it started and arranging for its continuation. Noted particularly was the need for cooperation among business, industry, school, labor, and social groups, and for a business climate that provided jobs for the students. The program was continued by the Rochester City School District in a modified form.

OPERATION YOUNG ADULTS: A WORK-STUDY PROGRAM JULY 1970 - AUGUST 1971
October 1971

NTIS PB203906/AS

OPERATION YOUNG ADULTS: A WORK-STUDY PROGRAM JULY, 1970-AUGUST 1972
October 1972

NTIS PB214578/AS

3-054 Study of Reading Disorders in Relation to Poverty and Crime

WORK TRAINING PROGRAM, INC.
SANTA BARBARA, CALIF.

Ida Cordero

Grant 92-06-71-01
Project completed fiscal year 1972

Descriptors: BASIC EDUCATION; READING; RETURNS ON EDUCATIONAL INVESTMENT; OCCUPATIONAL MOBILITY; ATTITUDES; CORRECTIONS; DYSLEXIA; POVERTY; CALIFORNIA, SANTA BARBARA COUNTY

This study followed up dyslexic job trainees who were given reading and writing remediation as part of an employment and training program (contract 82-04-37) to determine if, 3 years later, they were functioning on a higher socioeconomic level than before training. It also examined the effects of reading remediation on two other dyslexic groups in Santa Barbara County. Students in a city college continuing education class, and students in a high school for delinquent boys.

The study found that a high degree of success in teaching dyslexiacs was achieved. Improved self-esteem acquired through learning to read and write brought about lasting upgraded economic and social status. Social attitudes improved among youths exhibiting antisocial behavior, who had a high incidence of dyslexia. The moderately afflicted made the greatest grade-level gains while the "mild" category made the most progress overall.

Suggestions for further research and implementation of education and training programs were presented.
1972

NTIS PB209284/AS

3-055 Research Project Concerning Students from Minority Groups

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

John H. McArthur

Contract 81-11-71-10
Project completed fiscal year 1974

Descriptors: COLLEGE GRADUATES; EARNINGS; BUSINESS ADMINISTRATION; UNIVERSITIES AND COLLEGES; MINORITIES; JOB PLACEMENT

This 3-year project, financed jointly by the Departments of Labor and Health, Education, and Welfare, had two objectives: (1) To identify modifications which were needed to make the Master in Business Administration (MBA) program at Harvard more effective for minority students and document the modifications actually made; and (2) to analyze the effectiveness of these measures with respect to recruitment and admission, curriculum, and placement and subsequent career development.

The report discusses the evaluation of the MBA program from 1968-69, when Harvard launched a major recruiting effort to increase the number of minority students, through 1973-74, when the project ended. Data on the effectiveness of the changes were limited, however, because in the interim the university imposed major constraints on the use of student data, in response to pressure from faculty and students.

Policy on recruitment and admissions changed after first-year failures among minority students doubled between 1970-71 and 1971-72, from 11 to 22 percent. For 1973-74, the policy deemphasized numbers of minorities and stressed the recruitment and admission of "candidates who are qualified to succeed academically and who can also become good managers"—a change associated with a drop of nearly 50 percent in admissions of minority students. At the same time, the university tightened its policy on financial aid to students by reducing the average amount of fellowship awards and basing them strictly on financial need, without regard to minority status.

The discussion of the curriculum in relation to the interests and goals of minority students was based largely on the observation of faculty and administrators. The experience of minority students did not appear to differ significantly from that of their white counterparts with similar backgrounds; for example, few of either group were interested in courses on ghetto business. Details were given concerning the writing and use of cases relating to minorities in business, special minority-oriented courses, and a discontinued summer program to help minority students overcome academic deficiencies. Many faculty members recognized, however, that minority and white students may have perceived their experiences differently, and the report declared a continuing commitment to erasing differences which threatened the educational and career advancement of minority students.

Responses, from the graduates of 1971, 1972, and 1973, showed that minority graduates held a more favorable view of their experience at Harvard then their nonminority classmates. Both, however, felt that the curriculum could have been more relevant to their needs, and the minority graduates also stressed that greater feedback from the faculty would have been highly beneficial. Minority graduates also found the placement office at the school more helpful and received more job offers, on the average, than nonminority graduates. They also reported that their minority identification helped, rather than hindered their job search. Furthermore, the median starting salary and current salary of minority graduates equaled or slightly exceeded those for other graduates. The minority graduates also expressed more satisfaction with their progress on the job than the nonminority group, but they were uneasy about prospects for advancement to higher management levels in their companies and many explicitly stated that getting to the top would require going into business for themselves.

June 1974

NTIS PB237407/AS

3-056 An Economic and Institutional Analysis of the Cooperative Vocational Education Program in Dayton, Ohio

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Ernst W. Stromsdorfer

Contract 82-18-71-24
Project completed fiscal year 1973

Descriptors: VOCATIONAL EDUCATION; COST EFFECTIVENESS; CURRICULUMS; TRANSITION FROM SCHOOL TO WORK; TEENAGERS; OHIO, DAYTON

This study sought to determine whether an exemplary vocational education program at secondary level had significantly different labor market and education effects than academic, general and noncooperative vocational education curriculums.

Data were collected from transcripts of school records of 4,795 students in the 1966 and 1970 graduation cohorts of Dayton, Ohio secondary schools (the entire group). The entire group of 813 cooperative students and 25 percent of the others were sent mail questionnaires. The overall response rate was about 30 percent. In addition, data were collected from a sample of 100 employers in the Dayton labor market. Differences in impact on education and post high school employment and earnings were calculated, using multiple regression models.

Cooperative students were found to have had higher probability of graduation but lower probability of acquiring post secondary education than other students. In the short run, cooperative vocational education had large positive significant impacts on earnings and wage rates, but these tended to disappear over time. Vocational credits had significant positive effects, whether obtained in cooperative or noncooperative programs. However, there was a significant nonresponse bias in the study and there were differences between those responding to a long form mail questionnaire and those responding to a short form. Also there was no control group, only comparison groups; and cost data were crude and not related to benefits. Moreover the exemplary program in Dayton may not be replicable across the nation.

The study indicated that cooperative education was a clearly desirable educational alternative for some students and should be offered.

Ernst W. Stromsdorfer and James S. Fackler
August 1973

NTIS PB224993/AS

3-057 An Economic Analysis of the Work Experience and Career Exploration Program: 1971-1972 School Year

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Ernst W. Stromsdorfer

Contract 82-18-71-29
Project completed fiscal year 1973

Descriptors: WORK-STUDY PROGRAMS; DROPOUTS; CAREER EXPLORATION; COUNSELING AND GUIDANCE; LONGITUDINAL SURVEYS; WORK-EXPERIENCE PROGRAMS; TEENAGERS

The project sought to determine if work experience during school hours (up to 4 per day and 28 hours per week) affected health, welfare and scholastic performance of 14- and 15-year old boys and girls favorably or unfavorably. Students were to be selected from among potential dropouts.

A random sample of school transcripts and Work Experience Career Exploration Program (WECEP) forms were selected, based on a probability sample of enrollees. The sample included 690 WECEP students, 575 comparison students, and 200 teacher-coordinators; 100 employers were also chosen on a sample basis. Mail questionnaires were used to collect data from teacher-coordinators and employers, and a small sample of students were interviewed in person.

The study suggested that limited labor market experience during school hours could improve the educational performance of 14- and 15-year old dropout-prone students, but the favorable results were clouded by major problems of nonresponse bias. Concern over potential injury to students in these programs proved unfounded. The study also found that education benefits seemed to increase up to a point with rising hours, and then to decline or even become negative as hours rose. In addition, career exploration was limited in scope.

The study suggested that WECEP be continued but hours per school day should be somewhat reduced. This report pro-

vided major justification for temporary continuation of the program, pending further studies. (The program involved an exception to Labor Department child labor regulations.)

Ernst W. Stromsdorfer, James S. Fackler, Marianne V. Felton, and Robert E. Kelcher
August 1973

NTIS PB223366/AS
Also available from ERIC 080790.

3-058 Transition from School to Work: The Contribution of Cooperative Education Programs at the Secondary School Level

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Morris A. Horowitz and Irwin L. Herrnstadt

Contract 82-25-71-39
Project still in progress

Descriptors: TRANSITION FROM SCHOOL TO WORK; VOCATIONAL EDUCATION; HIGH SCHOOLS; WORK-STUDY PROGRAMS; YOUTH; EDUCATIONAL EFFECT ON CAREER PATTERNS; JOB PLACEMENT; LABOR FORCE PARTICIPATION; PART-TIME EMPLOYMENT; WORK ATTITUDES

This study analyzed the in-school and post-school labor market experiences of a sample of 427 students enrolled in four different types of high school programs during their junior and senior years. These four categories were cooperative vocational, regular vocational, work study, and general academic programs. A major objective was to determine the extent to which students completing cooperative vocational programs made a smoother and more effective transition into the labor market than did other students.

The coop students typically did not have significantly higher rates of labor force participation, more weeks of employment, higher hourly wages, or lower rates of unemployment than did their counterparts in the regular vocational and general academic programs during either the high school years or the 18-month post-high school followup period. The researchers found, however, that the coop students were more likely to receive on-the-job training from their employers during their high school years, to obtain a full-time job immediately after graduation, and to find one related to their high school experience.

The study suggests that, irrespective of vocational content, high school programs providing both intensive job placement assistance and high supportive services can have a significant impact upon students' labor force and employment experiences both during and after high school. By giving youth opportunities to participate actively in the labor force during the high school years, public policy initiatives may well succeed in reducing the high rates of unemployment experienced by young people upon their graduation.

The researchers recommend that public policy might well concentrate on creating a corps of professional high school employment counselors, as distinct from guidance counselors, to inform students regularly about the quantity and quality of job opportunities for youth in the local labor market and give them reliable projections of future trends. A final recommendation urged the hiring of job developers to maintain close continuous relationships with local employers, so that employment counselors could make realistic placements based on up-to-date information about hiring standards and internal labor markets and encourage employers to accept referrals from the schools.

3-059 Manpower Economic Education and the Transition from School to Work (Impact on a Cohort of Ohio Secondary School Students)

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Robert L. Darcy

Grant 21-08-73-29
Project completed fiscal year 1974

Descriptors: ECONOMICS COURSES; TRANSITION FROM SCHOOL TO WORK; LONGITUDINAL SURVEYS; DROPOUTS; YOUTH; HIGH SCHOOLS; OHIO, LANCASTER

This project was designed to determine what, if any, were the significant differences in school experience and job market success of students who had taken a course in economics and the world of work at 8th grade level, and a comparison group who had not taken the course.

Data were collected on the socioeconomic background, attitudes, school experience, and knowledge of the world of work of about 600 students in the Lancaster, Ohio, schools when they were in the 8th grade in 1967-68 and the 12th grade in 1972. About half had taken the experimental course and half had not. Additional data were collected in February 1973 on their labor force experience. A series of test instruments was utilized and a variety of methods were used to test the results after controlling for personal and family background and other variables.

No significant differences in knowledge of the world of work were found at 12th grade level when experimental and control groups were compared. Except for dropouts, who fared poorly, the entire group made a remarkably smooth transition to work, with no significant differences in the work experience between experimental and control (or comparison) groups.

Robert L. Darcy, Richard V. Kauffman, and Edward P. Miller
February 1974

NTIS PB230971/AS

3-060 The Effects of Family Background, Test Scores, Personality Traits and Education on Economic Success

CENTER FOR THE STUDY OF PUBLIC POLICY
CAMBRIDGE, MASS.

Christopher A. Jencks and Lee Rainwater

Grant 20-36-75-06
Project completed fiscal year 1977

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; EARNINGS; FAMILIES; ATTITUDES; ECONOMIC STATUS; OCCUPATIONAL STATUS

The project, which was funded with the National Institute of Education, investigated the role of family background, cognitive skills, personality traits, and exposure to school and college in determining an individual's eventual occupation and income. These issues had been analyzed in the past, but analyses suffered from certain limitations. For example, there was a lack of data on: (1) Degree of economic resemblance among children reared in the same home; (2) relationship between early test scores and adult economic success; and (3) relationship between personality traits prior to school completion and subsequent economic success. The project staff had available to them new data sets—e.g., the NORC Brothers Survey, Project Talent 5-year followup of twins and siblings, and Project Talent 11-year followup survey—which allowed them to deal with these limitations.

Findings from the analysis of 10 surveys of men aged 25 through 64 included: (1) Cognitive skills exerted a substantial influence on occupational status and earnings, in large part because they affected educational attainment; (2) adolescent personality traits appeared to exert appreciable effects on subsequent economic success; and (3) additional schooling had a substantial effect on an individual's eventual occupational status and a moderate effect on earnings. Each extra year of schooling appeared to raise earnings by 3 to 6 percent. The data on brothers indicated that prior research had underestimated the effect of family background on earnings, which is

only partly explained by its effect on cognitive test scores and years of schooling. Finally, the variation in men's characteristics when they entered the labor force explained about half the variance in their subsequent occupational status.

Christopher A. Jencks, Susan Bartlett, Mary Corcoran, James Crouse, David Eaglesfield, Gregory Jackson, and Kent McClelland
June 1977

NTIS PB270022/AS

APPENDIXES
June 1977

NTIS PB270023/AS

3-061 Assessment of Job Placement Services in Colleges with Predominantly Black Students

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Franklin G. Fisher, Jr.

Contract 20-06-75-11
Project completed fiscal year 1977

Descriptors: EDUCATIONAL ASPIRATIONS; RECRUITMENT; COLLEGE GRADUATES; CAREER GOALS; UNIVERSITIES AND COLLEGES; JOB PLACEMENT

The researcher conducted an assessment of placement services in a representative sample of 4-year colleges with predominantly black student populations and their predominantly white counterparts. The study sought to answer such questions as: How does the placement process function and operate in the colleges? Are there differences between the placement services at black and at white colleges? If so, what are these differences and why do they exist? Is placement a part of the colleges' educational effort? What types of jobs do students in particular disciplines obtain?

Thirty colleges (15 white and 15 black) were visited and a sample of students, administrators, and faculty at each school interviewed. Data were obtained from college placement offices and from employers of recent college graduates.

Findings showed that in general college placement services were inadequate and that adequate career counseling was not provided. One might also have inferred from the research that the students were relatively unconcerned about careers; a majority (both races) majored in areas not projected to be in high demand. However, the alumni questioned were critical of their college course work and many stated that their college courses were not relevant to their jobs.

VOLUME I—SUMMARY VOLUME
October 1976

NTIS PB262074/AS

VOLUME II—TECHNICAL VOLUME
October 1976

NTIS PB262075/AS

VOL III—CASE STUDY REPORT
October 1976

NTIS PB262076/AS

3-062 Vocational Education: How Much? For Whom?

CARNEGIE COUNCIL ON POLICY STUDIES IN HIGHER EDUCATION
BERKELEY, CALIF.

John R. Shea

Grant 21-06-77-03
Project still in progress

Descriptors: VOCATIONAL EDUCATION; YOUTH; NATIONAL LONGITUDINAL SURVEYS; CAREER PATTERNS; LABOR FORCE BEHAVIOR

The research analyzes data from the National Longitudinal Surveys' cohorts of young women and young men in order to assess the labor market consequences of completing vocational education programs, e.g., current income, occupational status, job satisfaction, and unemployment experience. It includes answers to questions such as the following: Does high school curriculum influence the extent of postschool training and the number of years of school completed? How do the outcomes for graduates of high school vocational programs compare with those for students who complete a general education course? Are the results for women similar to those for men? What are the differences in outcome for blacks and whites? Is choice of curriculum closely linked to educational and occupational aspirations?

3-063 Establishing a Continuous Training/Employment Referral and Support System for Dropouts: Reports on a Planning Effort

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp and Ann Richardson

Grant 21-11-77-15
Project completed fiscal year 1978

Descriptors: YOUTH; DROPOUTS; EDUCATION; TRAINING; COUNSELING AND GUIDANCE; DISADVANTAGED; MARYLAND, BALTIMORE

The grantee planned and designed a continuous referral and support system (CSR) in which a coordinated program would refer school dropouts to local agencies providing training and employment opportunities to young people.

The planning process included developing information on the definition and identification of dropouts and their needs, interests, and goals.

The final report provides a synthesis of relevant research on the dropout; an overview of public school and community resources for dropouts in Baltimore; the findings from a survey of a small number of dropouts, including data on their reasons for dropping out, their social networks and social integration, and their time expenditure patterns; and a general outline of a proposed continuous support and referral program.

The researchers had predicated the proposed CSR program on the hypotheses that: (1) Dropouts did not routinely receive counseling and referral services once they left school; (2) dropouts lived in an environment where information and guidance about training and employment opportunities were extremely limited; and (3) systematic and continuous attention to dropouts' employment, education, and training needs during late adolescence enhanced their employability and enabled them to lead more productive adult lives.

The report's last chapter summarized what was learned in the planning phase and gave reasons why the proposed CSR program should be tested. The researchers stated that their preliminary work confirmed their assumption that inner-city youngsters needed guidance and help in finding and using available resources.
December 1977

NTIS PB284363/AS

3-064 COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Jim Cates

Grant 21-48-77-20
Project still in progress

Descriptors: EDUCATION; PROGRAM SERVICES AND TECHNIQUES; TESTING; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; CURRICULUMS; HIGH SCHOOLS; BASIC EDUCATION; TEXAS

The grantee is testing the usefulness of the competency-based high school diploma (CBHSD) as a means of enhancing the CETA client's desirability and utility to employers for possible further use as an alternative method to the GED for obtaining a high school diploma. To accomplish this, the grantee is working with various agencies in Texas to implement and test the outcomes of using the CBHSD with CETA clients in six sites in Texas. In a separate effort (grant 21-11-78-25), the National Foundation for the Improvement of Education will develop and carry out a research design to determine: (1) Whether the CBHSD does make the CETA client easier to place with employers; (2) whether the CBHSD is a viable alternative to the GED for use by CETA prime sponsors; (3) whether use of the CBHSD can generate a higher percentage of adult employment and training program participants who can earn the high school diploma through traditional or other means. An advisory committee of eminent, knowledgeable persons in the areas of education, employment and training, and research will be organized by the grantee to provide feedback, critical analysis, and recommendations for project staff use in attempting to meet the goals of this effort.

3-065 ANALYSIS OF THE COMPETENCY-BASED HIGH SCHOOL DIPLOMA FOR CETA CLIENTS

NATIONAL FOUNDATION FOR THE IMPROVEMENT OF EDUCATION
WASHINGTON, D.C.

James W. Becker and Sam McMillan

Grant 21-11-78-25
Project still in progress

Descriptors: BASIC EDUCATION; CURRICULUMS; HIGH SCHOOLS; CETA PROGRAMS; EDUCATION; PROGRAM SERVICES AND TECHNIQUES; TESTING; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION

The purpose of this project is to analyze data derived from the Competency-Based High School Diploma (CBHSD) for CETA Clients project of the University of Texas at Austin. (See grant 21-48-77-20). The grantee will design and carry out a comparative analysis of the operation and outcome of the CBHSD project, including descriptive and content analysis studies.

The grantee will attempt to determine whether and to what degree the CBHSD project: (1) Makes CETA clients easier to place in jobs; (2) provides a viable alternative to the GED for use by CETA prime sponsors and State employment services; (3) can enable a higher percentage of adult program participants to earn high school diplomas than now do so using the GED method; and (4) can produce as effective a worker as one who earned a high school diploma through traditional or other means.

3-066 DEMONSTRATION PROJECT FOR WORK ON A SCIENCE AND ENGINEERING NEWSLETTER FOR BLACK STUDENTS IN GRADES 4 THROUGH 8

NATIONAL CONSORTIUM FOR BLACK PROFESSIONAL DEVELOPMENT
LOUISVILLE, KY.

Hanford D. Stafford

Grant 21-21-78-27
Project still in progress

Descriptors: YOUTH; SCIENTISTS; ENGINEERS; STUDENTS; LABOR MARKET INFORMATION; CAREER EXPLORATION

The objective of this project is to improve the *Quarterly Science and Engineering Newsletter*, a publication for black students in grades four through eight. The purpose of the *newsletter* is to interest minority youth in the sciences and engineering. The project aims at increasing circulation to school districts enrolling large numbers of black elementary and junior high school youth. It is working to improve the *newsletter* by adding material to familiarize black students with careers in the sciences, provide role models for the youth, encourage their curiosity, and establish an "open line" of contact with them.

3-067 LABOR MARKET INFORMATION AND JOB SEARCH SKILLS PROGRAM

UNIVERSAL SYSTEMS DEVELOPMENT, INC.
PHILADELPHIA, PA.

Robert Holden

Contract 20-42-78-53
Project still in progress

Descriptors: YOUTH; LABOR MARKET INFORMATION; COUNSELING AND GUIDANCE; EDUCATION; TRANSITION FROM SCHOOL TO WORK; MINORITIES; PENNSYLVANIA, PHILADELPHIA

This project will develop an in-school labor market information and job search skills program for minority youth in an inner-city high school, to test the hypothesis that providing adequate labor market information to high school students will help them adjust to the labor market. Many labor market analysts believe that one reason for teenagers' floundering in the labor market and consequent high rates of unemployment is that reliable labor market information is not available to them before high school graduation. This lack is especially serious for young people who do not go to college, minority group members, and disadvantaged youth.

During the initial phase, the researcher will develop a specific program plan for the demonstration program. It will include a curriculum to instruct the students in the world of work, an analysis design, testing procedures, and measurements of outcomes.

The labor market experiences and behaviors of the youth who receive the project's services will be compared with those of a control group who receive only the counseling and labor market information routinely offered as part of their regular high school program.

3D. EQUALIZING EMPLOYMENT OPPORTUNITIES

3-068 THE NEGRO AND EQUAL EMPLOYMENT OPPORTUNITIES: A REVIEW OF MANAGEMENT EXPERIENCES IN TWENTY COMPANIES

THE UNIVERSITY OF MICHIGAN
DETROIT, MICH.
AND
WAYNE STATE UNIVERSITY

Louis A. Ferman

Contract MDTA 7-64
Project completed fiscal year 1967

Descriptors: AFFIRMATIVE ACTION PLANS; BLACKS; EMPLOYER PRACTICES AND POLICIES; MONOGRAPHS

This project focused on problems that arose when a business concern instituted an equal employment program to open jobs to black workers. Case studies of 20 such programs were made, chiefly through interviews with executives and plant managers. The equal employment policies, programs, and procedures of the firms were evaluated and, where possible, patterns of experience prevalent among the companies were identified.

Study findings indicated that if black workers were to be successfully integrated into the work force: (1) Top level management must be genuinely and totally committed; (2) management must become positively involved in personal contact with the black community; (3) power to force action should be lodged in a competent and aggressive senior executive; and (4) the equal employment program must be flexible and responsive to changing needs and therefore subject to continuous review.

The study also analyzed both successful and unsuccessful procedures and practices, as possible guidelines for the development of programs of nondiscrimination in employment.
196?

NTIS PB176721/AS
ETA
Also available from ERIC—ED 015308; ETA—*Finding Jobs for Negroes: A Kit of Ideas for Management*, Manpower/Automation Research Monograph No. 9, 1968 (summary)

3-069 A Study of the Manpower Implications of Small Business Financing

OAKLAND SMALL BUSINESS DEVELOPMENT CENTER, INC.
OAKLAND, CALIF.

Jack Brown

Grant 91-05-67-21
Project completed fiscal year 1968

Descriptors: MINORITY BUSINESS ENTERPRISE; INNER-CITY RESIDENTS; DISCRIMINATION; CALIFORNIA, OAKLAND

This study examined the characteristics of 202 Anglo-owned small businesses and 149 small businesses owned by blacks, Mexican-Americans, or Orientals in Oakland, Calif. About two-thirds of the businesses were located in ghetto areas, and the remainder were in middle-class areas.

In gross annual sales and employment, black and Mexican American businesses were smaller than Anglo businesses in ghetto areas, and all the ghetto businesses were smaller than the nonghetto enterprises. Within the same lines of business, Anglos also tended to have larger operations.

For the businessmen surveyed, proportionately more bank loans were granted to those in middle-class areas than to ghetto entrepreneurs. Among the racial and ethnic groups, proportionately more loans were made to Anglos, Mexican Americans, and Orientals than to blacks. The amount of money loaned to Anglos exceeded amounts loaned to blacks and Mexican Americans. The researcher found that blacks suffered from a chronic shortage of capital, which they often tried to overcome by borrowing from finance companies, friends, or relatives, or by "moonlighting."
1968

NTIS PB178803/AS

3-070 Project OWN (Minority Enterprise)

NATIONAL TIRE DEALERS AND RETREADERS ASSOCIATION, INC.
WASHINGTON, D.C.

Grant 92-09-69-09
Project completed fiscal year 1971

Descriptors: MINORITY BUSINESS ENTERPRISE; TRADE ASSOCIATION; RETAIL TRADE; MINORITIES; OWNERS

This project tested the ability of a trade association to screen, select, and assist (through the loan process of the Small Business Administration) minority group members who wish to go into business for themselves. The project recruited sponsors who guided individuals showing potential for business success through the procedures for acquiring property, equipment, and financial support.

The project's limited success in developing businesses was attributed largely to the fact that only $10,000 was earmarked for consultant services, as well as the inability to recruit enough volunteer experts.
1971

NTIS PB199440/AS

3-071 Ownership Opportunities Program

MENSWEAR RETAILERS OF AMERICA
WASHINGTON, D.C.

Contract 82-09-69-35
Project completed fiscal year 1971

Descriptors: MINORITY BUSINESS ENTERPRISE; RETAIL TRADE; INNER-CITY AREAS

This project was based on the concept, first advanced at the February 1968 convention of the Menswear Retailers of America (MRA), of manufacturer-retailer-trade association cooperation in minority group ownership of menswear retail enterprises. New stores were opened, and established stores or partnerships were bought from white owners.

As of February 5, 1970, the project had 44 stores operating in 36 cities. Thirty-six stores were owned by individuals; the remainder were partnerships or corporations. Owners were blacks, Puerto Ricans, and Mexican Americans who got credit on merchandise orders, free technical assistance, and guaranteed loans from the program. MRA assistance to owners in the high-fashion, quick-taste-change ghetto market areas was held to be effective in keeping the rate of business failures unusually low.
1971

NTIS PB199402/AS

3-072 An Investigation of the Possibilities of Employing the Disadvantaged in the Fire Service

INTERNATIONAL ASSOCIATION OF FIRE CHIEFS
NEW YORK, N.Y.

Donald M. O'Brien

Contract 41-0-002-34
Project completed fiscal year 1972

Descriptors: FIRE FIGHTERS; DISADVANTAGED

This study was concerned with ways of increasing the employment of the disadvantaged in fire service occupations. Programs established to prepare the disadvantaged for employment in the fire service were analyzed to determine reasons for success or failure.
197?
ETA

3-073 Impact Upon the Organization of Hiring the Disadvantaged: Report of a Study of Two Companies

BOSTON UNIVERSITY
BOSTON, MASS.

Robert Chin

Contract 51-23-70-04
Project completed fiscal year 1972

Descriptors: AFFIRMATIVE ACTION PLANS; HOTELS; MANUFACTURING; DISADVANTAGED; ORGANIZATIONAL ENVIRONMENT; INSTITUTIONAL CHANGE; ATTITUDES

This study assessed the impact on the organization of two company programs to employ disadvantaged and minority persons. It examined the ways in which organizational processes, organizational relationships, and employee attitudes were affected by different features of the programs.

Data were obtained from management and employees of a large hotel and a large manufacturing company through observation, interviews, and questionnaires.

The report describes management and employee forces which prompted and shaped the programs, the development and execution of the programs, the organizational consequences of events which occurred and changes in attitudes of company personnel.

Extensive recommendations for the development and management of such programs are presented.

1972

NTIS PB205306/AS

3-074 Black Construction Contractors in New Orleans

LOUISIANA STATE UNIVERSITY
NEW ORLEANS, LA.

Theresa R. Shapiro

Grant 91-20-70-30
Project completed fiscal year 1972

Descriptors: MINORITY BUSINESS ENTERPRISE; BLACKS; CONSTRUCTION INDUSTRY; LOUISIANA, NEW ORLEANS

This study examined the characteristics, problems, and potential of black construction contractors in New Orleans. Subcontractors as well as general contractors were included because the industry had met the problem of supervision of workers with unrelated skills by subcontracting to specialty contractors.

All black contractors who had operated on a full-time basis during all or part of 1967-69 and who could be located were interviewed. Those interviewed—43 general contractors and 145 specialty contractors—represented about 5 percent of all contract construction firms in the area and 8 percent of such firms with employees.

General contractors were older than specialty contractors and had been in business longer. Although most of both groups reported long experience as craft workers, the general contractors had more formal occupational training (in apprenticeship, in trade school, or in technical college if they had been barred from apprenticeship because they were black). The general contractors also had more formal education.

The typical general contractor built one- and two-family houses, usually for white customers, a third did alteration and repair work primarily, and nearly as many sometimes worked as specialty contractors, particularly in carpentry. The firms were small, and the median gross income at the busiest season in 1969 was $25,000 per year. Nearly half saw financing or bonding as their major problem. Three-fourths felt that further study would help them run their business better.

Many of the specialty contractors either engaged mainly in repairs and alterations—on the fringes of the contract construction industry—or were essentially workers given subcontractor status to simplify the general contractor's supervisory problems. The median gross income at the busiest season in 1969 was $9,605 per year. Financing was seen as a problem by about a fifth of the specialty contractors. Attracting customers and finding good workers were other leading problems.

The researcher felt that 19, or 44 percent, of the general contractors could soon gross upwards of $100,000 per year by taking advantage of training, technical assistance, loans, and bonding arrangements obtainable through the Amalgamated Builders and Contractors of Louisiana (ABCOL), an organization established in 1970 to help minority contractors. These were the men under age 55 who had a high school education and had been refused bank credit or were unable to get performance bonds. She estimated that only about one-fifth of the specialty contractors could have benefited from the ABCOL program. Access to working capital would have benefited those that lost contracts because of inability to finance their payroll.

She also concluded that for men who were subcontractors in name only, the most urgent need was to be reclassified as employees and thus acquire coverage under social security and unemployment insurance.

1972

NTIS PB208120/AS

3-075 Opening the Skilled Construction Trades to Blacks: A Study of the Washington and Indianapolis Plans for Minority Employment

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Richard L. Rowan and Lester Rubin

Contract 82-42-71-26
Project completed fiscal year 1973

Descriptors: SKILLED WORKERS; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT POLICY; MINORITIES; BLACKS; UPGRADING; DISCRIMINATION; CONSTRUCTION INDUSTRY; APPRENTICESHIP; UNION ENTRY; AFFIRMATIVE ACTION PLANS; DISTRICT OF COLUMBIA; INDIANA, INDIANAPOLIS

This study analyzed affirmative action plans for increasing minority employment in the construction industry and their effectiveness in two cities—Indianapolis, Ind., and Washington, D.C. Information was obtained on the types of jobs obtained through the plans, the sources of new black hires, the impact of the new hires on the construction industry and the local community, and criteria for the measurement of success.

The study found that minority employment in skilled construction trades increased under both the imposed Washington plan and the "hometown" Indianapolis plan. It recommended that both plans be retained. The Washington plan showed some lack of coordination between contractors that wanted to hire minorities and community organizations that knew where to find qualified applicants. The recruiting, training, and placement activities of the Indianapolis plan were well coordinated and administered. The study pointed out that the possibility of an imposed plan can provide a prime incentive for developing a "hometown" cooperative arrangement.

Although a detailed field analysis permitted certain conclusions about the merits of the plans in these two cities, general conclusions about the effectiveness of affirmative action plans in construction would be better based on a larger sample.

January 1973

NTIS PB213282/AS

3-076 New Techniques in Combating Discrimination in White-Collar Occupations: The Higher Employment Achievement Program of Houston

NATIONAL URBAN LEAGUE
WASHINGTON, D.C.

Contract 82-36-71-35
Project completed fiscal year 1973

Descriptors: DISCRIMINATION; BLACKS; HIRING PRACTICES; JOB DEVELOPMENT; EMPLOYMENT OPPORTUNITIES; WHITE-COLLAR OCCUPATIONS; WOMEN; TEXAS, HOUSTON

This project attempted to promote the successful placement of minorities in the Houston area through persuasion and advocacy at corporate executive levels. It was undertaken on the basis of the findings of a study of black employment in Houston, part of a larger project which surveyed the black employment situation in several southern cities and industries (see 81-19-68-13).

In the present project, many firms were found to be reluctant to hire liberal arts graduates, preferring technical specialists for high level white-collar jobs. Since most applicants had liberal arts backgrounds and little professional work experience, placements were few. It was concluded that subtle discrimination by employers continued to be a major barrier to equal employment opportunities for minorities.
January 1973

NTIS PB220403/AS

3-077 The Minority Women Employment Program: A National Project Demonstration to Facilitate Entry of Minority Women into Managerial, Professional, and Technical Occupations

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

William Ross and Paulette Norvel

Contracts 82-48-71-38, 21-48-73-33, 21-36-73-35, and 20-36-75-15
Project completed fiscal year 1978

Descriptors: RECRUITMENT; WHITE-COLLAR OCCUPATIONS; MINORITIES; WOMEN; HIRING PRACTICES; OCCUPATIONAL MOBILITY; JOB PLACEMENT; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; MINORITY WOMEN EMPLOYMENT PROGRAM (MWEP)

In 1972, the Minority Women Employment Program (MWEP), a pilot demonstration project set up in Atlanta, (contract 82-48-71-38 and grant 21-48-73-33) tested the outreach strategy used to place minority youth in building trades apprenticeship programs (see contract 81-46-66-01) to determine whether it could be adapted to help college-educated minority women break into nontraditional managerial, professional, and technical occupations. In 1973, the project was tried out in Houston, (grant 21-36-73-35) and a year later it was expanded to five other sites: Dallas, New Orleans, Tulsa, Cincinnati, and Los Angeles. By identifying well-qualified minority women, coaching them to produce favorable interview and test results, instructing them in resume preparation, and making them available for job openings developed by the project, significant progress had been made in placing them in companies that previously had little or no minority female representation among their better paying jobs.

More than 1,300 women had already been placed in occupations such as chemist, accountant, management trainee, and engineer. The project was regarded as a source of high caliber applicants by industry, with companies repeatedly turning to it for hiring assistance. (About 65 percent of the placements had been in private industry, 10 percent in private nonprofit organizations, and 25 percent in the public sector). About half of the MWEP placements had been unemployed at the time of their application to the program. MWEP placements had experienced striking improvements in occupation and salary. Women who were severely underemployed began working at jobs commensurate with their skills. For example, women who had been clerks, cashiers, receptionists, waitresses, and part-time secretaries became auditors, corporate recruiters and trainers, programers, sales representatives, and accountants.

Although some of the women had been working in professional positions (primarily teaching) prior to MWEP placement, they substantially increased their annual salaries through placement in "male-oriented" jobs.

Breakthroughs were made by the project. For example, MWEP placed (a) the first two minority women working in a professional-technical capacity with a large automobile manufacturer in Atlanta; (b) the first minority woman auditor in a major insurance firm in Texas; (c) the first black woman TV "talk show" host in Atlanta; and (d) the first minority professional woman employed by a Texas State regulatory agency. Funding for the project was then assumed by the Employment and Training Administration's Office of National Programs.

VOLUME I

Robert W. Glover and Paula S. Greenfield
November 1976

Report Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; RECRUITMENT; HIRING PRACTICES; WOMEN; OKLAHOMA, TULSA; OHIO, CINCINNATI; CALIFORNIA, LOS ANGELES; TEXAS, DALLAS; TEXAS, HOUSTON; LOUISIANA, NEW ORLEANS; GEORGIA, ATLANTA

NTIS PB264940/AS

VOLUME II
November 1976

NTIS PB264941/AS

PLACING MINORITY WOMEN IN PROFESSIONAL JOBS

Robert W. Glover
February 1977

Report Descriptors: RECRUITMENT; MINORITIES; WOMEN; WHITE-COLLAR OCCUPATIONS; JOB PLACEMENT; JOB DEVELOPMENT; HANDBOOKS
ETA R&D MONOGRAPH NO. 55

3-078 New York City Fire Department Tutorial Project: Report of the Research Unit

NEW YORK CITY FIRE DEPARTMENT
NEW YORK, N.Y.

Lawrence C. Jones, III

Contract 82-36-72-01
Project completed fiscal year 1973

Descriptors: FIRE FIGHTERS; CIVIL SERVICE SYSTEM; TUTORING; TESTING; DISADVANTAGED; NEW YORK, NEW YORK

This study sought to determine which elements contributed to higher civil service test scores among culturally disadvantaged persons who received special preparation before taking the tests.

The effectiveness of the preparation for the examination could not be evaluated because the project failed to provide adequate tutoring conditions and because data for a valid control group could not be obtained. Among the seven demographic or attitude dimensions examined, only the amount of formal education was clearly related to scores on the examination.

The report is also a case study of the difficulties of doing evaluative research in an urban-political environment.

Carolyn Atkinson Thornell and Sarajane Heidt, Columbia University
July 1973

NTIS PB221936/AS

3-079 WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES)

HEALTH AND WELFARE PLANNING COUNCIL OF MEMPHIS AND SHELBY COUNTY
MEMPHIS, TENN.

Leathia S. Thomas

Contract 88-47-72-02
Project completed fiscal year 1975

Descriptors: WOMEN; YOUNG WOMEN; UNDEREMPLOYMENT; UNEMPLOYED; JOB PLACEMENT; WOMEN AND GIRLS EMPLOYMENT ENABLING SERVICES (WAGEES); VOLUNTEERS; TENNESSEE, MEMPHIS

This was a special project using trained volunteers to aid and supplement existing agency efforts to expand employment opportunities for women.

The grantee: (1) Interviewed unemployed and underemployed women workers to determine their need for placement and/or supportive services, made referrals to community agencies offering such services, followed through on referrals, and interceded when necessary; (2) worked with, sought advice from, and attempted to influence employers, unions, and other agencies in order to open up jobs for women in areas traditionally closed to them; and (3) recruited and trained volunteers to assist staff in carrying out these functions and thereby involved the local citizenry in achieving a fuller utilization of women.

The contractor found a number of approaches that helped to increase employment opportunities for women in nontraditional areas: (1) Greater focus on institutional change; (2) job training more closely related to the labor market; (3) inclusion of motivation and goal expectation; (4) more specific target groups; (5) operations geared to uncovered areas; (6) strong volunteer leadership; and (7) a women's resource center.
June 1974

NTIS PB237317/AS

3-080 STUDY OF THE PITTSBURGH PLAN: EVALUATION OF ALTERNATIVE APPROACHES FOR INCREASING BLACK PARTICIPATION IN THE CONSTRUCTION TRADES

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

Otto A. Davis

Grant 21-42-74-20
Project completed fiscal year 1977

Descriptors: APPRENTICESHIP; BLACKS; CONSTRUCTION INDUSTRY; COST EFFECTIVENESS; UNIONS; AFFIRMATIVE ACTION PLANS; PENNSYLVANIA, PITTSBURGH

The Pittsburgh Plan was a voluntary "home-town plan" designed to place minorities in local building trade unions. The researchers described in detail the operations of the plan and its effectiveness. Among their findings were: (1) The program goal was 1,250 new minority journeymen by the end of 1974. Program outcome was 94 new minority journeymen as of December 31, 1975. By that date, however, more than 800 minorities had been placed in union training programs. (2) The type of "preapprentice" or institutional training that appeared to have provided the best results in preparing minorities to enter the unions was training that focused exclusively on specific union tests and interviews. (3) There was need for orientation sessions to acquaint potential trainees with each of the trades so that they had realistic expectations of work duties and work environments. (4) Since only a small proportion of preapprentice trainees were actually placed in unions, active assistance for other employment opportunities would be worthwhile. (5) There was need for a computerized management information system to provide up-to-date information for followup of trainees and to provide relevant information in a format useful to the program's policy and management components.

Otto A. Davis, Norman J. Johnson, Suresh L. Konda, and Charles J. Winkler, in conjunction with Nate Smith
December 1976

NTIS PB261819/AS

3-081 THE INTEGRATION OF FEMALES INTO MALE-ORIENTED JOBS: EXPERIENCES OF CERTAIN PUBLIC UTILITY COMPANIES

UNIVERSITY OF SOUTH FLORIDA
TAMPA, FLA.

Herbert H. Meyer and Mary Dean Lee

Grant 21-12-75-18
Project completed fiscal year 1976

Descriptors: INTERNAL LABOR MARKETS; PUBLIC UTILITIES; UPGRADING; OCCUPATIONAL MOBILITY; WOMEN; AFFIRMATIVE ACTION PLANS; ADJUSTMENT; JOB SATISFACTION; JOB PERFORMANCE; SUPERVISION

The purpose of the study was to develop information on and analyze the status of the integration of women into male-oriented jobs. Seven utility companies were chosen for the project. Data were gathered from their records and from interviews with their personnel. Those interviewed included women in male-oriented jobs, their coworkers, subordinates, and managerial personnel.

The study found that integration efforts were generally more successful in the professional and managerial ranks than in jobs of the blue-collar variety. In managerial positions, women encountered fewer adjustment problems in gaining the acceptance and cooperation of male coworkers and subordinates. In all job classifications, however, women were judged to be performing as well or better than their male peers.

Among the study's recommendations were: (1) The program to integrate women into male-oriented jobs must be monitored and coordinated by one or more staff persons having the respect and cooperation of management at all levels; (2) it must have the strong backing of key executives; and (3) special recruiting, selection, training, and followup programs were usually necessary to maximize the success of integration efforts.
July 1976

NTIS PB254621/AS
ETA R&D MONOGRAPH NO. 65 (1978)

3-082 RTP/ARKANSAS STATE EMPLOYMENT SERVICE DEMONSTRATION PROJECT FOR PLACING MINORITIES IN PROFESSIONAL AND MANAGERIAL JOBS

RECRUITMENT AND TRAINING PROGRAM, INC.
NEW YORK, N.Y.

William Ross

Contract 20-36-77-13
Project still in progress

Descriptors: MINORITIES; COUNSELING AND GUIDANCE; JOB PLACEMENT; PUBLIC EMPLOYMENT SERVICE; RECRUITMENT; ARKANSAS, LITTLE ROCK; ARKANSAS, FORT SMITH

This is a 2-year demonstration project testing the feasibility of joint efforts between local employment service operations and the Minority Women Employment Program (MWEP). It uses techniques developed for placing college-educated minority women in professional, technical, and managerial jobs (see contract 20-36-75-15) and in special "outreach" programs that place minority youth in building trades apprenticeships. The program is being tested in the Little Rock and Fort Smith, Ark., employment service offices and should increase the

placement of college-educated minority women and men in jobs commensurate with their skills.

Placement techniques include locating well-qualified applicants, preparing them to perform well in the screening procedures of applicable firms, providing counseling, making employer contacts, and conducting job development. The project includes a research component, with staff from the University of Texas documenting and assessing the effectiveness of the project, providing research assistance, and assisting in training project staff.

3E. FACILITATING GEOGRAPHIC MOBILITY

3-083 MONTANA LABOR MOBILITY PROJECT

UNEMPLOYMENT COMPENSATION COMMISSION OF MONTANA, MONTANA STATE EMPLOYMENT SERVICE
HELENA, MONT.

Contract 1101
Project completed fiscal year 1969

Descriptors: MOBILITY ASSISTANCE; UNEMPLOYED; LAYOFFS; MINING; MONTANA

Under this contract, the Montana Employment Service began in 1965 to relocate unemployed persons who were registered as jobseekers with ES offices throughout the State. The project was reoriented in the late spring of 1968 to cope with the problems created by a large layoff of copper miners. The report described the special measures taken to relocate miners where this seemed desirable and gave both some detailed statistics on those laid off and some case histories.
1969

NTIS PB199439/AS

3-084 WASHINGTON LABOR MOBILITY DEMONSTRATION PROJECT

WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT
OLYMPIA, WASH.

Contract 1182
Project completed fiscal year 1969

Descriptors: MOBILITY ASSISTANCE; MIGRATION; LABOR SHORTAGES; WASHINGTON, PUGET SOUND

In this project, the objective was to facilitate inmigration of potential workers to labor shortage areas of the State, primarily around Puget Sound. The Travelers Aid Society worked with the Employment Security Department in helping to find housing and giving counseling to the newcomers. Most of the inmigrants were from other parts of the State, although one-fifth were recruited from other Western States. Thirty percent of those given financial assistance for the move were people who had found their own jobs and then applied for relocation help.

The report on the project gave complete information on each step of the relocation process as seen from a "demand" area perspective.
1969

NTIS PB199103/AS

3-085 THE CHICAGO JOBS LABOR MOBILITY DEMONSTRATION PROJECT

ILLINOIS JOBS
CHICAGO, ILL.

Contract 87-15-66-04
Project completed fiscal year 1969

Descriptors: MOBILITY ASSISTANCE; INNER-CITY RESIDENTS; BLACKS; SUBURBAN AREAS; OCCUPATIONAL TRAINING

In this project, unemployed workers, generally poor young blacks, were relocated from the inner core of Chicago to outlying suburban communities. Most were to have completed a JOBS program of prevocational counseling and skill training. (For description of the JOBS program, see contract MD$S 4-64.)

The report clearly portrays problems encountered in this "reverse migration." The difficulties began with the application form—a government-style questionnaire which potential candidates found difficult to answer accurately until "translation" was provided. Most important, however, was that single young ghetto residents were immobilized by attachments to family and friends, especially when the alternative was relocation to white suburban areas.
1969

NTIS PB199767/AS

3-086 MISSISSIPPI STAR LABOR MOBILITY PROJECT

SYSTEMATIC TRAINING AND REDEVELOPMENT (STAR)
JACKSON, MISS.

H. Pope Huff

Contracts 87-26-66-09 and 82-26-70-12
Project completed fiscal year 1974

Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; RURAL AREAS; SERVICE DELIVERY SYSTEMS; HANDBOOKS; MISSISSIPPI; ARKANSAS; TENNESSEE

This project developed operational guidelines for mobility assistance from its experience in underdeveloped rural areas and rural areas serviced by a Concentrated Employment Program (CEP).

The project operated in Mississippi, Arkansas, and Tennessee. It relocated unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment when jobs were available. It integrated its mobility assistance system with the Arkansas rural CEP.

During the final 2 years of operation, the project conducted intensive followup on persons relocated over a period of 6 months. Information was obtained from two principal sources: (1) 1,244 screening records of project applicants; and (2) 401 followup interviews conducted from 6 to 12 months after the relocated workers began their relocation jobs.

The project found that approximately one-half of those relocated remained in the demand areas 6 months or more. At the time of this special followup, three-fourths were found to be employed. Somewhat over one-third of those interviewed were employed at their original job, while 11 percent were employed elsewhere to which they moved. Improved employment opportunities were found to be significantly associated with relocating and remaining in the new area. The project also found that: (1) There were no differences in relocation rates related to sex, race, or marital status; (2) the likelihood of relocation decreased with age, family size, and duration of prior unemployment; and (3) the likelihood of relocation increased with level of education.

The following recommendations were made as aids to similar projects: (1) More family counseling was needed prior to and after relocation; (2) work for the spouses of the relocated workers should have been found if they wanted to work in the new area: (3) potential applicants for relocation should have been given a choice among a wider range of possible areas of relocation destination, of employers, and of jobs; and (4) additional emphasis upon relocating married individuals was needed because of their relative reluctance to move and their high likelihood of relocation successes once moved.

MISSISSIPPI LABOR MOBILITY DEMONSTRATION PROJECT
1972

NTIS PB199755/AS

RELOCATING THE UNEMPLOYED: DIMENSIONS OF SUCCESS

John F. Speight
September 1973

NTIS PB237772/AS

RELOCATING THE UNEMPLOYED: EVALUATION AND POLICY IMPLICATIONS FOR A NATIONAL PROGRAM
December 1973

NTIS PB237930/AS

RELOCATION ASSISTANCE: DELIVERY TECHNIQUES

H. Pope Huff
December 1973

NTIS PB237929/AS

3-087 Labor Mobility: An Evaluation of Pilot Programs in Michigan and Wisconsin

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers

Contract 87-53-66-12
Project completed fiscal year 1973

Descriptors: MOBILITY ASSISTANCE; EFFECTIVENESS OF PROGRAMS; MICHIGAN; WISCONSIN

This study assessed pilot relocation projects conducted in Michigan and Wisconsin between 1965 and 1967, in which workers were helped to leave rural areas offering few job opportunities and find jobs in labor shortage areas of the same State. Data were obtained by questionnaire from about 300 persons who were relocated through these projects and, for comparison, nearly 400 nonmovers from the same population and areas as the movers.

Movers were younger, had more education, and experienced more improvement in their employment situation than nonmovers. Movers' earnings rose more during the 6 months following relocation, and more of them shifted out of semiskilled and unskilled occupations into professional-technical jobs. However, nearly one-fifth of the movers returned to their home areas, apparently because they were dissatisfied with living conditions in the city to which they had moved. Others expressed a need for more supportive services in the new area. Little dissatisfaction was expressed with the relocation allowances, which averaged $209 for transportation and moving costs, $194 for living expenses incident to relocation, and $86 for job interview expenses.

The researcher concluded that, for many workers in depressed areas, relocation might be an economically sound substitute for MDTA institutional training if they also received labor market information, counseling, and other supportive services.
1973

NTIS PB212087/AS

3-088 Minnesota Labor Mobility Demonstration Project

MINNEAPOLIS REHABILITATION CENTER, INC.
MINNEAPOLIS, MINN.

Contract 87-25-66-13
Project completed fiscal year 1970

Descriptors: MOBILITY ASSISTANCE; RURAL RESIDENTS; REHABILITATION; COUNSELING; HARDCORE

This project was a cooperative effort between the contractor and the Minneapolis Employment Service. All persons relocated were from rural northern Minnesota and had severe social, vocational, and psychological problems. Those who could not make the move with normal employment assistance were referred to the Rehabilitation Center, which provided full-time rehabilitation counseling for several weeks in Minneapolis. After this, the worker was placed in a job and given assistance in moving his family to Minneapolis.

The report on the project provided guidance in the techniques of diagnosing the problems of persons with poor employment records and of designing an individualized rehabilitation "package" to overcome those problems.

THE RELOCATION OF THE HARD-CORE UNEMPLOYED, PHASE I
1970

NTIS PB199520/AS

REHABILITATING AND RELOCATING THE HARD-CORE UNEMPLOYED, PHASE II
1970

NTIS PB199501/AS

3-089 Hartford Labor Mobility Demonstration Project

DEPARTMENT OF PUBLIC WELFARE
HARTFORD, CONN.

Contract 87-07-66-14
Project completed fiscal year 1969

Descriptors: MOBILITY ASSISTANCE; INNER-CITY RESIDENTS; BLACKS; SUBURBAN AREAS; WELFARE RECIPIENTS

The objective of this project—an inner-city-to-suburbs relocation effort—was to learn whether job finding assistance, counseling, and relocation assistance would enable families with an able-bodied wage earner to get off the welfare rolls.

The report provided case histories detailing the difficulties of relocating inner-city residents and discussed housing problems. The conclusion was that, for most welfare families, their multiple problems prevented relocation. In the few relocations that did succeed, extensive personalized help was required.
1969

NTIS PB199403/AS

3-090 Iowa Labor Mobility Demonstration Project

IOWA EMPLOYMENT SECURITY COMMISSION
DES MOINES, IOWA

Contract 87-17-67-02
Project completed fiscal year 1969

Descriptors: MOBILITY ASSISTANCE; RURAL RESIDENTS; INFORMATION SYSTEMS

This project relocated unemployed residents of rural labor surplus areas in southeastern Iowa to industrial jobs in cities within the State. The workers were predominantly white and poorly educated.

Small rural employment offices communicated job openings and worker qualifications by telephone. This and the cutting of red tape resulted in high levels of placement and service to persons not previously reached by normal employment services. Much of the success was attributed to a young and inexperienced, but dedicated and inventive staff.
1969

NTIS PB199445/AS

3-091 North Carolina Manpower Development Corporation Mobility Project

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
DURHAM, N.C.

Contract 87-35-68-06
Project completed fiscal year 1970

Descriptors: MOBILITY ASSISTANCE; RURAL AREAS; BLACKS; INDIANS; HOUSING

This project operated for nearly 4 years developing a system for helping disadvantaged rural residents who had to consider moving in order to find steady work. Techniques which were found effective were described in the reports on the project. All steps in the operation were covered, from preparing the workers to deal with such matters as public transportation in urban areas; obtaining public health and education services; maintaining steady work habits; coping with family budgets and credit; building constructive relations with new neighbors and community; to finding acceptable housing in the new area.

Housing presented major problems, because even substandard family accommodations in the fast growing Piedmont to which the workers moved were unavailable at rents which unskilled laborers could pay. The difficulties were intensified by the fact that most of the participants were blacks and Indians. Despite the use of such innovative solutions as house trailers in one city, project staff concluded that total solution of the housing problems were beyond the scope of the program as conceived.

The contractor subsequently was given another contract for further experimentation and the preparation of a manual to guide anticipated future work in mobility assistance programs. (See contract 82-37-71-04.)
1970

NTIS PB208509/AS

NORTH CAROLINA MOBILITY PROJECT—SUPPLEMENTARY REPORT
1970

NTIS PB199522/AS

3-092 Worker Relocation: A Review of U.S. Department of Labor Mobility Demonstration Projects

E.F. SHELLEY AND COMPANY, INC.
NEW YORK, N.Y.

Contract 87-34-69-01
Project completed fiscal year 1971

Descriptors: LABOR MOBILITY; RELOCATION; EFFECTIVENESS OF PROGRAMS; MOBILITY ASSISTANCE

The U.S. Department of Labor has conducted a pilot labor mobility program in 28 States since 1965. The major objectives of the projects were to ascertain whether relocation of workers was effective in reducing unemployment; to determine whether a broader relocation program was desirable; and to evaluate policies and techniques which might have been incorporated in a broader program. The objective of this study was to produce a comprehensive, systematic review of the knowledge gained during the 4 years these projects operated.

The contract pulled together written material covering the experience of each labor mobility project. The projects performed five functions in the relocation of workers: they identified and screened the project population; selected eligible workers; developed jobs; placed workers on the jobs; and provided financial assistance and followup services. Detailed discussion of these functions and different approaches tested by the projects were outlined.

Measurement of project outcomes in the areas of program costs, training and relocation of population, and financial assistance were discussed.

The study concluded that the labor mobility projects demonstrated that worker relocation could have been used to assist unemployed people, with varied backgrounds and skill levels, to find employment.
1972

NTIS PB199499/AS

3-093 An Out-Migration System for the Unemployed

MINNEAPOLIS REHABILITATION CENTER, INC.
MINNEAPOLIS, MINN.

Contract 87-25-69-02
Project completed fiscal year 1970

Descriptors: MOBILITY ASSISTANCE; CONCENTRATED EMPLOYMENT PROGRAM; RURAL AREAS; INNER-CITY RESIDENTS; SERVICES TO WORKERS

This relocation project was conducted in cooperation with two Concentrated Employment Programs—one in Duluth and the other covering rural Minnesota—which referred candidates for relocation to the Rehabilitation Center. The objectives of the project were to provide mobility services to the candidates; to determine the effectiveness of providing financial assistance based on need rather than on a set formula; and to document the feasibility, problems, and procedures needed to secure services for the relocated persons from a broad network of community agencies.

For the 32 workers who were relocated to jobs in the Minneapolis-St. Paul area, extensive counseling and other services provided in the CEP's in the home community reduced the time required for counseling in the new location to 1 week, compared with the 6 weeks needed in an earlier project. (See contract 87-25-66-13.) It was found that single persons had little need for any relocation assistance allowance, whereas the largest amounts were required for nonmarried heads of households with children. Although the average allowance based on need was nearly 30 percent lower than it would have been if based on the existing formula, the contractor reported that the limitations of the new system outweighed the advantages. Finally, few changes needed to be made in the procedures of community agencies which provided the project's participants with legal, medical, social, dental, and vocational services.
1970

NTIS PB199506/AS

3-094 A Demonstration Program to Relocate, Stabilize and Upgrade Puerto Rican Migrant Workers

THE MIGRATION DIVISION, DEPARTMENT OF LABOR, COMMONWEALTH OF PUERTO RICO
SAN JUAN, PUERTO RICO

Contract 82-41-69-12
Project completed fiscal year 1971

Descriptors: MIGRANTS; PUERTO RICANS; MOBILITY ASSISTANCE; NONMETROPOLITAN AREAS

This project set out to test the operational feasibility of an interarea network to recruit and settle migrant worker groups in nonurban communities. It attempted to locate and interview persons in the migrant stream, develop permanent job opportunites, and prepare the migrants and their new home communities for the new relationship.

Because of problems beyond the project's control, only 14 families were resettled and put to work in new communities. Despite the problems, the project's staff recommended further efforts in this direction.
1971

NTIS PB199415/AS

3-095 EXPERIMENTAL AND DEMONSTRATION PROJECT FOR SOUTH TEXAS MIGRANT WORKERS

U.S. EMPLOYMENT SERVICE, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-46-69-22
Project completed fiscal year 1974

Descriptors: INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; MIGRANTS; MEXICAN AMERICANS; PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY; CIVIL SERVICE SYSTEM; JOB PLACEMENT; VOCATIONAL TRAINING; FARMWORKERS; EMPLOYMENT SERVICE STAFF; TEXAS

Although this project was a major and first attempt on the part of the Manpower Administration and the State to help South Texas based migrants settle out of the migratory stream, the overall R&D objectives of the work were: (1) To determine the feasibility of an interstate, multiagency network of employment and training and related services for migrant workers; and (2) to develop experience within the employment service (ES) as a means of increasing its ability to provide the full spectrum of ES services to migrant workers and their families.

The project was operated by ES agencies in Texas and nine northern States, with the guidance of the Rural Manpower Service. During the first 2 years, the project explored new service techniques and suggested ways in which the ES and other government agencies might coordinate their resources and activities to help satisfy the unmet needs of migrant workers and their families.

Recognizing that emphasis would have to be placed on individualized year-round service to migrants, especially those who cross State lines, the project concentrated its attention on instituting procedures for the development and use of bilingual outreach interviewers; the coordinating of employment and training-related supportive services available through other public and private agencies at Federal, State, and local levels; and the use of grants and a revolving loan fund for migrants.

During the project's final phase, demonstration funds were used only to support those project activities which, because of statutory or other limitations, a State would otherwise be prohibited from continuing. This transition phase helped participating States to complete their assumption of the planning, financing, and administering of employment and training services to migrants.

The project provided insight into some of the operational and administrative issues involved in an interstate program for this target group and helped identify those factors which may have aided or impeded migrants in their efforts to settle out of the migrant stream. Critical among such factors were the availability of vocational training opportunities tied to job development and placement efforts in the target outsettlement areas and the availability of adequate housing in the new areas.

For an independent assessment of the project, see contracts 82-23-69-42 and 82-23-70-16.

EXPERIMENTAL AND DEMONSTRATION PROJECT FOR SOUTH TEXAS MIGRANT WORKERS: FINAL REPORT

Cora S. Cronemeyer
May 1972

NTIS PB222915/AS

3-096 AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM FOR SOUTH TEXAS MIGRANT WORKERS, 1969

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

James K. Meer

Contract 82-23-69-42 and 82-23-70-16
Project completed fiscal year 1972

Descriptors: ATTITUDES; INSTITUTIONAL CHANGE; MOBILITY ASSISTANCE; MEXICAN AMERICANS; ASSESSMENT AND EVALUATION; CIVIL SERVICE SYSTEM; EMPLOYMENT SERVICE MANAGEMENT; JOB DEVELOPMENT; VOCATIONAL TRAINING; MIGRANTS; FARMWORKERS; TEXAS

The contractor assessed the Texas Migrant Demonstration Project (see 82-46-69-22) which was conducted over a 3-year period beginning in 1969 by the U.S. Employment Service and its employment service agency affiliates in Texas and nine northern States. The Abt assessment was intended to serve as a guide to whether and how elements of the demonstration project might be developed and refined for incorporation into regular employment service operations.

In its assessment, Abt looked at a variety of elements making up the demonstration, including relocation efforts, use of loan and grant funds, adult basic education programs, vocational skills training, counseling, job development, supportive services, interstate communications, administrative procedures, and efforts by respective State agencies to sustain migrant service programs.

The 4-volume report on the assessment indicates that in 3 of the final States, the demonstration resulted in the continuation of a migrant services program within the State employment service beyond the demonstration period. Several of the States were successful in relocating migrant families in training and jobs outside the migrant stream. Migrant demonstration program participants received significantly greater numbers of services than did a sample of migrant nonparticipants.

It further found that the most successful individual State projects were those which had the following in common: (1) Support for the project by high level ES officials; (2) capable and qualified project directors who aggressively pursued the objectives of the demonstration; and (3) outreach staffs with requisite skills such as bilingualism who were hired only to perform the outreach function. Abt concluded that these three elements were required for any successful migrant services program conducted by the ES. It also concluded that, in general, grants were more acceptable than loans, and administratively an easier way of helping migrants meet emergency financial needs.

As the demonstration project came to a close, the Labor Department issued operational guidelines for the establishment of what became the National Migrant Worker Program.

AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM OF SOUTH TEXAS MIGRANTS, 1969

December 1969

NTIS PB199487/AS

AN ASSESSMENT OF THE EXPERIMENTAL AND DEMONSTRATION INTERSTATE PROGRAM OF SOUTH TEXAS MIGRANTS, 1971

VOL. 1, FINAL REPORT

January 1971

NTIS PB204550/AS

VOL. 2, SUMMARY

January 1971

NTIS PB204551/AS

VOL. 3, APPENDICES

January 1971

NTIS PB204552/AS

VOL. 4, THE TEXAS ASSESSMENT

September 1971

NTIS PB211190/AS

3-097 THE MOBILITY IMPERATIVE

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Thornton Routhier

Contract 82-24-70-13
Project completed fiscal year 1974

Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; PLANT SHUTDOWN; OCCUPATIONAL MOBILITY; RURAL AREAS; MICHIGAN; WISCONSIN

This project developed operational guidelines for mobility assistance from the experiences in underdeveloped rural areas and rural areas serviced by training programs. The project was directly linked to a skills center, and most persons relocated were from this center.

The project operated in the States of Michigan and Wisconsin, relocating unemployed workers from training programs and plant shutdowns to areas of relatively low unemployment, when jobs were available.

During the final 2 years of operating, the project conducted intensive followup on persons relocated over a period of 5 years.

The project found that subsidized relocation tended to redirect relocation destinations in favor of Michigan counties and the Fox River Valley area of Wisconsin, as opposed to natural migration patterns wherein Upper Peninsula residents were found to have relocated disproportionately to destinations outside Michigan and Wisconsin.

With an average followup period of 48.5 months, 60.3 percent of the respondents relocated were found to be in their relocation site. Secondary sources, reporting on 233 nonrespondents relocated, indicated a retention rate of 72.1 percent for that group. Upward wage mobility was the norm for both movers and nonmovers. However, those in the demand area were more than twice as likely as those at home to earn over $4 per hour (58 percent vs. 28 percent).

Occupational mobility was a major feature of postprogram experience. It appeared that stayers relocated ranked lower than others in the satisfaction of affiliation needs, but generally higher in terms of job satisfaction, living conditions, self-concept, and life and future orientation.

Thornton Routhier, Cilla J. Reesman, and Shirley Girard
January 1974

NTIS PB237632/AS

3-098 Approaches to Relocation: North Carolina Mobility Project, 1971-73

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Frank Rush

Contract 82-37-71-04
Project completed fiscal year 1974

Descriptors: GEOGRAPHIC MOBILITY; BLACKS; MOBILITY ASSISTANCE; RURAL AREAS; YOUNG MEN; COST EFFECTIVENESS; NORTH CAROLINA

This project developed operational guidelines for mobility assistance from the experiences in underdeveloped rural areas and rural areas serviced by training programs. The project operated in North Carolina, relocating unemployed and underemployed workers from areas of high unemployment to areas of relatively low unemployment, when jobs were available. Intensive followup was done on persons relocated over a period of 2 years. The project also conducted cost-benefit analysis of persons relocated compared to those not relocated.

The persons relocated by this project were generally young, black, and male. They were high school dropouts with no job training and little work experience. Though the majority were unemployed when recruited, most had worked before in seasonal, farm-related jobs. The project found that: (1) Those who were married were more likely to succeed in the new area; (2) the wife must not only agree to the move, she must be actively involved in it; (3) previous job history indicated whether the worker was really interested in steady employment; and (4) special care should be taken in working with young people to insure that job goals were clearly identified and the relocation was geared to fulfilling some goal rather than transferring them from aimlessness in one area to aimlessness in another. Further, the cost-benefit analysis showed that the pay back period for rural to urban moves of low-income persons was quite short (about 15 weeks).

October 1973

NTIS PB238180/AS

3-099 Worker Relocation 1965-1972: A Review of the Research and Operations Findings of MDTA Experimental and Demonstration Projects

NORTHERN MICHIGAN UNIVERSITY
MARQUETTE, MICH.

Cilla J. Reesman

Grant 21-26-74-34
Project completed fiscal year 1975

Descriptors: MOBILITY ASSISTANCE; GEOGRAPHIC MOBILITY; PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW

The objectives of this study were to analyze and synthesize the operational and research findings of mobility demonstration projects, with emphasis upon process, performance, individual economic and social outcomes, and regional impact, and to make policy and program recommendations to the Department of Labor.

The grantee conducted the study in three steps: (1) Assembled operational and research reports for data analysis; (2) conducted an indepth review and content analysis of this material, concentrating on processes and outcomes of each project report; and (3) developed and submitted a final report of conclusions and recommendations for potential relocation programs in the context of current administrative and planning procedures for the implementation of employment and training and economic development policies.

Some of the project findings were: (1) Among primary workers, there was insufficient evidence to establish a close correlation between personal characteristics (age, sex, education, welfare dependency, marital status, race) and success in relocation. (2) There was no justification for providing or denying relocation services to clients on the basis of personal characteristics. (3) Persons who relocated and remained in the demand area were less likely to be unemployed than those who left. (4) Persons who left the demand area within 1 year of relocation appeared to forego any future wage advantage.

Cilla J. Reesman and David R. Zimmerman
February 1975

NTIS PB254744/AS

3-100 Citrus Labor Market Demonstration Project

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Robert W. Glover

Grant 21-48-75-07
Project still in progress

Descriptors: FARMWORKERS; SEASONAL EMPLOYMENT; LABOR DEMAND; ALIENS; MIGRATION; LABOR SUPPLY

This study is examining the citrus labor markets in Texas, California, and Florida in order to determine ways to utilize more rationally the citrus harvest labor force for the benefit of growers and workers.

The demonstration phase in Texas is attempting to alleviate the problems of citrus workers by instituting improvements in the pay system used by the growers associations and stabilizing the work force and number of hours worked per week during the citrus season. In California, the project is studying the implementation of the California Labor Relations Act of 1975, which gives farmworkers the right to bargain collectively. Employers are being surveyed to determine the reactions of the growers to the new legislation. Florida is being studied to determine the effect of the flow of citrus workers from Texas to Florida on the citrus labor markets in each State.

3-101 Job Search and Relocation Assistance Pilot Project

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION IV
ATLANTA, GA.
AND
WESTAT, INC.
ROCKVILLE, MD.

David Duncan and John Herzog

Memorandum of Agreement 20-13-75-38
Project still in progress

Descriptors: MOBILITY ASSISTANCE; JOB SEARCH; JOB BANK; PUBLIC EMPLOYMENT SERVICE; GEOGRAPHIC MOBILITY; RELOCATION

The Job Search and Relocation Assistance (JSRA) Pilot Project is being undertaken to: (1) Test the feasibility and effectiveness of using the job bank as the major source of information on hard-to-fill jobs in providing relocation services to unemployed workers through local employment service offices; (2) determine whether a broader nationwide relocation assistance program is desirable; and (3) evaluate procedures and techniques that might be incorporated into a broader program.

During phase I, 30 local ES offices provided relocation assistance to applicants for whom no jobs were available in the local area and who wanted to relocate. The project arranged for three levels of service, each provided by 10 local offices: Level 1, consisting of information only on out-of-area, hard-to-fill jobs listed in the Job Bank Openings Summary (JBOS) and long-distance telephone referral service; level 2, these services plus job search grants; and level 3, relocation grants in addition to the other services. As a result of experience in the first phase of the project, all level 1 services were upgraded to levels 2 or 3 during phase II.

The project selected 10 nonparticipating offices as controls for evaluation purposes. Evaluation, being performed under separate contract by Westat, Inc. includes assessment of operational procedures, integration and coordination of functions, staffing, cost, and overall efficiency. The contractor will recommend improvements, particularly with a view to nationwide implementation. The evaluators will also examine; (1) Economic and social outcomes for project participants; (2) effectiveness in meeting employer needs; and (3) costs and benefits.

Major findings from phases I and II are:

1. Overall, the project has already demonstrated the operational feasibility of its procedures. The system could be implemented nationally, although a couple of operational elements need to be improved.

2. The national job bank information, in its present form, is awkward to use and leads to many dead ends. More useful job sources have been leads provided by the applicants themselves, informal communication among local offices, and the exchange of weekly State Job Bank Summary reports among the eight participating States in Region IV. A special effort to improve the usefulness of the potentially very valuable national job bank data is being undertaken in phase II. Irrelevant and out-of-date material is being removed from the file and the use of on-line and batch-matching capabilities is being tested in selected JSRA offices.

3. Staff time devoted to the project varied greatly among local offices, and there was a strong positive correlation between staff inputs and volume of activity. Greater staff involvement in some offices accounted for at least part of the overall increase in activity during phase II.

4. During phase I, level 3 offices accounted for most relocations.

5. Enrollment was 1,138 during phase I and 2,230 during phase II.

6. Of these applicants, 161 were relocated at an average all-inclusive cost of $1,459 during phase I and 520 at $1,084 per person during the first 9 months of phase II.

JOB SEARCH AND RELOCATION ASSISTANCE PILOT PROJECT: PHASE I ANALYTICAL REPORT

John Herzog and Cilla J. Reesman
November 1977

NTIS PB273976/AS

3-102 Effectiveness of the Annual Worker Plan (Rural Manpower Mobility Plan)

KIRSCHNER ASSOCIATES, INC.
WASHINGTON, D.C.

Steve Van Dresser

Contract 20-11-76-31
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; MIGRANTS; EARNINGS; SEASONAL EMPLOYMENT; WORK SCHEDULES; RURAL AREAS; FARMWORKERS; TEXAS; FLORIDA

The purpose of this project was to determine whether employment service (ES) scheduling of interstate farm job itineraries—Rural Manpower Mobility Plans (RMMP's)—improved the employment and earnings of migratory farmworkers over those who were not so served. Personal interviews were conducted with a sample of over 800 farm labor crew leaders, crew members, and family heads from the RMMP files of ES local offices in migrants' Texas and Florida "home-base" residential areas. The researchers found that the RMMP was used so infrequently by farm labor crew leaders and out-of-State growers that it could be of little help to many farmworkers listed as applicants for interstate job orders. Those who did receive ES services—job referrals, work scheduling, and access to support services—appeared to benefit in improved income, employment, and general welfare outcome measures. Survey data suggested that local ES offices that were more active in behalf of farmworkers helped them to secure greater benefits and improved outcomes.

Analysis showed that for the survey group the length of the migrant season was relatively short compared with time spent in home-base areas, and unemployment rates were much higher during the off-season. Thus, the researcher felt that job development and referral needs of migrant farmworkers were crucial in home-base areas during the nonmigration season.

STUDY OF THE RURAL MANPOWER MOBILITY PLAN (ANNUAL WORKER PLAN)

VOL. I, EXECUTIVE SUMMARY

August 1976

NTIS PB258701/LL

VOL. II, FINAL REPORT

August 1976

NTIS PB258702/LL

3-103 Implementation of Job/Data Retrieval System

INSTITUTE FOR MANPOWER PROGRAM ANALYSIS, CONSULTATION AND TRAINING, INC.
MINNEAPOLIS, MINN.

Donald Yale

Contract 20-27-78-08
Project still in progress

Descriptors: JOB BANK; MOBILITY ASSISTANCE

The contractor is testing the feasibility of using a job bank data retrieval system in selected local employment service offices to relocate unemployed workers to jobs in other areas. This project is operating in conjunction with the Job Search and Relocation Assistance Pilot Project. (See agreement 20-13-75-38.)

3F. INDUSTRY/OCCUPATION-SPECIFIC PROGRAMS

3-104 Factors in Workers' Decisions to Forego Retraining Under the Manpower Development and Training Act

NORFOLK STATE COLLEGE
NORFOLK, VA.

William F. Brazziel

Contract MDTA 12-63
Project completed fiscal year 1964

Descriptors: MDTA TRAINING PROGRAMS; TRAINING ALLOWANCES; ATTITUDES; VIRGINIA, NORFOLK

This study explored the psychological and sociological factors which influenced unskilled, unemployed workers to enter or forego retraining. Personal interviews were conducted with 314 workers in the Norfolk area, divided between those who enrolled in one of the first training programs launched under the Manpower Development and Training Act (MDTA), and those who rejected MDTA training.

Analysis of the interviews revealed that the most frequently cited reasons for rejecting MDTA training were low training allowances, limitations on outside earnings during training, and length of the training program. There was also evidence of insufficient communications with prospective trainees. The influence of these factors was particularly strong for workers without military service or other experience outside the immediate geographic area. A number of recommendations stemming from the study were reflected in the amendments to the MDTA adopted in December 1963.
1964

NTIS AD603410/AS
Also available in "Effects of General Education in Manpower Programs", *The Journal of Human Resources*, Vol. I, No. 1, Summer 1966, pp. 39-44 (article), Journals Department, The University of Wisconsin Press, P.O. Box 1379, Madison, Wis. 53701.

3-105 National Attitude Survey of Trainees in MDTA Institutional Programs

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gerald Gurin

Contract MDTA 17-63
Project completed fiscal year 1970

Descriptors: MDTA TRAINING PROGRAMS; ATTITUDES; MOTIVATION; TRAINING EFFECTIVENESS AND IMPACT; DROPOUTS; TRANSITION TO WORK

This nationwide mail survey of attitudes and motivations covered 6,000 persons enrolled in institutional training programs under the Manpower Development and Training Act during 1964-65. A subsample of 300 trainees were interviewed personally. The study sought to determine how attitudes and motivations related to enrollees' decisions to complete or leave the program as well as their subsequent employment experience. Information was sought at enrollment, on completion (or dropping out) of the program, and 6 months or more after completion.

Most trainees praised the training program and felt that the useful experience had an important impact on their lives. Even dropouts—most of whom cited economic pressures—were generally favorable to the program. On the negative side, trainees would have preferred more practical experience in the program and had some apprehension about their readiness to handle posttraining jobs.

The key finding on attitudes and motivations was that trainees by and large accepted the norms and values underlying typical working patterns in our society. Motivational problems centered upon effectiveness and powerlessness rather than aspirations and values. Thus, the trainee's feelings of efficacy and his confidence that he could plan and control his future predicted his chances of ending up in a training-related job as well as his unemployment and wage rate outlook.

Regarding the impact of training itself, wage gains were somewhat greater for women than for men, possibly because women had less favorable employment histories and pretraining skill levels.

After the program, black men and women had more unemployment than whites but had about the same wage rates. Despite the difference in posttraining job histories, black and white trainees were equally favorable in their reactions to their training experience.
1970

NTIS PB193723/AS

3-106 How Fare MDTA Ex-Trainees: An Eighteen-Month Followup Study of 500 Such Persons

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

H. H. London

Contract 81-24-25
Project completed fiscal year 1968

Descriptors: MDTA TRAINING PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; ATTITUDES

This study examined pretraining and post-training experiences of 518 people who completed MDTA institutional training in St. Louis, Kansas City, or Joplin, Mo. between October 1964 and September 1965. Trainees and their employers were interviewed 6, 12, and 18 months after completion of training. Since this training occurred before MDTA programs were directed more specifically toward reaching the disadvantaged, the researcher warned that his findings might have limited applicability.

A majority of the ex-trainees reported that they were earning more and were better able to support themselves and their dependents after training. Most of those who were drawing welfare benefits both before and after training were women with dependent children, many of whom said they would work if day care facilities were available.

At the 18-month followup, approximately 15 percent of the ex-trainees were employed in the occupation for which they had been trained, 20 percent were in a related occupation, 32 percent were in an unrelated job, and the rest were unemployed or were not seeking work. Nearly half of those in an unrelated occupation said no work was available in the field for which they were trained. The proportion working in training-related jobs was lowest for those trained as clerks, electronic mechanics, building maintenance workers, auto body repair workers, sheetmetal workers, and machine operators.

Ex-trainees rated the practical skills developed, and then the technical information acquired and pay received, as the most helpful aspects of their training. Their suggestions for program improvement stressed more specialized training. The few com-

ments from employers indicated a need for more guidance, attitude development, and job entry preparation. According to employers, employee attitude was perhaps the most critical single factor in job success.

The researcher recommended several improvements in programs and called for better guidance, placement, and job followup services from community institutions.
1968

NTIS PB177626/AS

3-107 Laboratory Assistant Field Project

THE NATIONAL COMMITTEE ON CAREERS IN MEDICAL TECHNOLOGY
WASHINGTON, D.C.

Contract 82-08-67
Project completed fiscal year 1971

Descriptors: HEALTH OCCUPATIONS; HARDCORE; OCCUPATIONAL STRUCTURE; UNIVERSITIES AND COLLEGES; LABOR DEMAND; CURRICULUMS

This 3-year experimental project was designed to promote and develop programs for training hardcore unemployed persons as Certified Laboratory Assistants (CLA's), testing the programs with certain categories of disadvantaged persons.

At the outset, a mail questionnaire was sent to 3,200 CLA's on their training and work experience. Then training methods in all CLA schools were examined. Finally, CLA curricula were developed and tested in programs which enrolled 1,100 disadvantaged persons in 33 States and the District of Columbia.

These activities led to the following conclusions: (1) The physically disabled, college dropouts, immature young people, and mature women could be trained successfully and employed profitably as laboratory assistants. (2) However, better selection, screening, and orientation of students were needed to prevent dropouts. (3) Disadvantaged persons were more readily trained if not segregated from others. (4) Categories of laboratory personnel should have been better defined, especially in terms of salaries. (5) Laboratories should have made more discriminating use of CLA's; individual jobs ranged from specialists in such areas as radio-isotope work not covered in any CLA curriculum to jacks-of-all-trades in small laboratories. (6) A 2-year program combining junior college and medical laboratory facilities was particularly effective. (7) CLA's were in great demand and were likely to continue to be so.
1971

NTIS PB199768/AS

3-108 Secretarial Training with Speech Improvement

ST. MARY'S DOMINICAN COLLEGE
NEW ORLEANS, LA.

Contracts 82-17-75 and 82-20-67-12
Project completed fiscal year 1969

Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); CLERICAL OCCUPATIONS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; INSTRUCTIONAL MATERIALS; LOUISIANA, NEW ORLEANS

Because regional speech patterns of black female high school graduates in New Orleans were a major barrier to any but marginal employment, this project offered the "language of the business community" as a second or foreign language in its secretarial skills program. A business English text was developed to integrate the secretarial and language skills.

Over a 2-year period, 94 percent of the project's 180 enrollees graduated, and of these, 92 percent entered training-related jobs, many with employers who had never before hired black women.

As testimony to the project's effectiveness, a group of local businessmen established and largely financed a corporation to continue the training. (See 92-20-68-07.)

SECRETARIAL TRAINING WITH SPEECH IMPROVEMENT: AN EXPERIMENTAL AND DEMONSTRATION PROJECT
1969

NTIS PB202460/AS

BUSINESS SPEECH: A SECOND LANGUAGE FOR VOCATIONAL USE
1971

NTIS PB205482/AS

3-109 A Study of the Relationship Between Resignation and Performance in a Job Retraining Program

SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Herman R. Lantz and Ernest K. Alix

Grants 91-15-66-34 and 91-15-67-50
Project completed fiscal year 1969

Descriptors: MOTIVATION; PREDICTION OF SUCCESS IN PROGRAMS; MDTA TRAINING; ILLINOIS, WEST FRANKFORT

This study developed a scale to measure resignation as an indicator of willingness to participate in a retraining program. The researchers defined resignation as a preference for the status quo and limited opportunity for change, in order to reduce the potential for failure and disappointment. A sample of 765 persons who walked into an MDTA center for retraining information in West Frankfort, Ill., between late 1964 and mid-1967 responded to a series of statements which had been ranked by a panel of social scientists according to degree of resignation. The responses were classified by demographic characteristics and related to decisions on signing up for the program.

The researchers found that subjects who signed up for retraining programs were more often low in resignation than those who had not. Implications for retraining programs were discussed.
1969

NTIS PB182513/AS

3-110 Social Psychological Factors Associated with Responses to Retraining

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W. VA.

Robert W. Miller

Grant 91-52-66-56
Project completed fiscal year 1968

Descriptors: HIGHWAY CONSTRUCTION; MACHINERY OPERATORS; TRAINING EFFECTIVENESS AND IMPACT; SOCIAL RELATIONSHIPS; ATTITUDES; WEST VIRGINIA

This study explored the apparent failure of an MDTA program for training highway construction machinery operators in West Virginia in 1965 and 1966. Interviews were conducted early in 1967 with 279 of the 418 men graduating from this program. Officials of the West Virginia State Departments of Employment Security, Welfare, and Vocational Education; program instructors; a field coordinator of training; and several foremen from State construction companies were also interviewed.

Although the training program was developed in cooperation with a State contractors' association and the appropriate

union, the researcher found the 10-week training period too short and criticized the lack of provision for time lost due to inclement weather and insufficient equipment. It appeared that only the most gifted men in the program acquired the minimum skills necessary to obtain and hold a job as an operating engineer. In fact, only one-fourth of the men worked in such jobs at any time after training.

The men's typical pattern of intermittent, unskilled work still predominated after training. Those with a more successful work history before training were also more successful afterwards. Further, such success was significantly associated with both formal and informal ties to the broader community, and with confidence in one's ability to cope with the problems of the job and to satisfy needs through employment. Success was not significantly related to the strength of the men's economic drives or to their willingness to accept jobs as a means of achieving economic goals.

1968

NTIS PB177864/AS
Also available from ERIC—MP 000668; Institute for Labor Studies, West Virginia University Research Series No. 2.

3-111 Job Obsolescence in the Law Enforcement and Correctional Field

SAM HOUSTON STATE COLLEGE
HUNTSVILLE, TEX.

George G. Killinger

Grant 91-46-66-72
Project completed fiscal year 1968

Descriptors: CORRECTIONS; POLICE; HIRING PRACTICES; OCCUPATIONAL TRAINING; EDUCATIONAL ATTAINMENT

This study attempted to determine training needs for present and future law enforcement and correctional officers, and to create a model educational program to meet these needs. Present needs were analyzed by comparing two sets of data: (1) Information on job skills, education, and general background of 175 officers at the Conroe and Dallas, Tex., police departments and of 168 line officers at the Texas Department of Corrections, a statewide correctional agency for adults; and (2) skill and educational requirements as inferred from job description bulletins and announcements, and from the curriculums of inservice training programs in Texas.

The researcher found that in the correctional sample, 37 percent of the lower ranks and 11 percent of the command officers did not meet present minimum requirements. In the Dallas police sample, however, all but 5 percent met minimum requirements. In perceptions of training needs, the correctional sample stressed inservice training and college work, while law enforcement officers emphasized higher minimum requirements, including such background as military experience and some college.

The researcher predicted that future personnel needs in the correctional field would reflect increasing emphasis on rehabilitation and resocialization of offenders in the community. He envisioned law enforcement officers as specialists in public relations. For both fields, the researcher anticipated better educated officers with increased professional identification and a greater sense of community involvement.

1968

NTIS PB178234/AS
Also available from ERIC—MP 000554

3-112 Transportation Opportunity Program

TRANSPORTATION OPPORTUNITY PROGRAM, INC.
PICO RIVERA, CALIF.
AND
JOINT COUNCIL OF TEAMSTERS NO. 42
LOS ANGELES, CALIF.

Donald D. Sanburn

Contracts 82-05-67-38 and 82-05-69-02
Project completed fiscal year 1972

Descriptors: AUTOMOTIVE MECHANICS; OCCUPATIONAL TRAINING; LABOR-MANAGEMENT CONSORTIA; UNIONS; TRANSPORTATION OPPORTUNITY PROGRAM; TRUCKING INDUSTRY; CALIFORNIA

The Transportation Opportunity Program (TOP) developed and tested a program to train unemployed poverty-level persons for stable, high-wage jobs as automotive service mechanics and heavy-duty truck drivers. The project sought to ascertain whether and how an influential union with a role in hiring could undertake training and placement functions in an industry which had tended to be indifferent to systematic training procedures and to exclude minority workers. In addition to short-term skills instruction, the program also offered remedial and business education, counseling, job placement, and follow-up for approximately 1,000 men, of whom about three-fourths were black or Spanish-speaking.

In the second year of the project, direction of the project shifted from the Teamsters Council to a board which included members from the group served as well as union officials.

Four of every five participants completed the 8-week training program, and the project placed 652 of the graduates at an average hourly wage of $3.76 (during 1967-69). Most of the men were placed as truckdrivers, for whom the average wage was $4.05 an hour. In the evening and weekend upgrading part of the program, over 300 men rose from such occupations as hostler and warehouseman to truck driver at an average increase of over $1,800 a year.

The outstanding placement record must be credited, at least in part, to the linking of placement and training in a union with entree to the industry concerned. The project also demonstrated that the opportunity to assist in upgrading its own lower paid members could be a powerful incentive for a union's support of an entry level training program for nonmembers.

After 3 years of operation as an experimental and demonstration program, TOP became part of the employment and training development program of the State of California. The project also served as the basis of a subsequent effort to organize a system of training in the trucking industry (grant 92-06-72-04).

TRANSPORTATION OPPORTUNITY PROGRAM—THE FIRST THREE YEARS

NTIS PB202934/AS

TRANSPORTATION OPPORTUNITY PROGRAM (TOP)

1971

NTIS PB199083/AS

3-113 Federal Training Programs for Dispersed Employment Occupations

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

David P. Taylor and Michael J. Piore

Grant 91-23-67-41
Project completed fiscal year 1970

Descriptors: MDTA TRAINING PROGRAMS; PRINTING TRADES; FOOD SERVICE INDUSTRY; TRAINING EFFECTIVENESS AND IMPACT; TOOL AND DIE

This is a study of MDTA-financed training programs in the Boston area through 1968 for tool and die makers, offset printers, and restaurant cooks and chefs. The programs were sponsored by multiemployer organizations, reflecting the large number of small establishments in the industries that employ workers in these occupations.

The researchers hypothesized that, since an individual employer's labor needs are small in relation to the labor market for these occupations, he can meet his needs without training

and that the difficulty of preventing pirating by his competitors also deters training. It was therefore thought that there would be a high payoff for federally sponsored training in such industries and that a study of the returns would serve as a benchmark against which to compare net contributions of government training in occupations less susceptible to measurement.

But the researchers found strong endogenous patterns of training and use which made it impossible to assume that training offered by Federal programs made a net contribution. As in occupations with concentrated employment in industries with extensive internal labor markets, some employers organized training programs. Employer training took place largely in the production process through either a sequence of increasingly complex jobs or analogous task assignments. In some dispersed employment situations, however, the worker took the initiative, programing his own training by moving from job to job in search of new experience. This pattern predominated in cook-chef training. In industries that employed tool and die makers, the trainee-programed pattern coexisted with employer-organized training. The latter pattern predominated in printing.

To the extent the federally sponsored programs succumbed to the pressure to support the endogenous training patterns, they were simply substitutes for training that would have been privately financed.

Since it was not possible to say what net contribution the MDTA programs made, the authors examined factors likely to lead the programs: (1) to accede to pressures to conform to the endogenous patterns or (2) to complement them by extending the amount of training that these patterns provided.

The Federal agencies failed to generate resistance to pressure to support the endogenous training patterns; they lacked objective criteria that effectively distinguished new training opportunities and strong review procedures for applying the criteria.
1970

NTIS PB188675/AS

3-114 Toward a Career Ladder in Nursing: Upgrading Nurse's Aides to Licensed Practical Nurses, Through a Work-Study Program

MEDICAL AND HEALTH RESEARCH ASSOCIATION OF NEW YORK CITY, INC.
NEW YORK, N.Y.

Contract 82-34-67-48
Project completed fiscal year 1971

Descriptors: UPGRADING; UNIONS; HOSPITALS; MOTIVATION; NURSES; NURSE AIDES; OCCUPATIONAL LICENSING; WORK-STUDY PROGRAMS

This project demonstrated the feasibility of upgrading nurse's aides to licensed practical nurses (LPN's) through a work-study program, linking up a major urban hospital system with an MDTA training program under union sponsorship. The project also demonstrated that low-paid employees did want to better themselves, if only some rational system was devised to accommodate them. Conventional LPN training could not be combined with full-time employment.

Nearly 3,000 of some 8,000 nurse's aides in New York City applied for enrollment in training which would lead to becoming an LPN. From these applicants, 463 trainees were selected, including 92 persons designated as highly motivated (the M group), made up of those who could not meet the eligibility requirements or pass the placement test (Metropolitan Achievement Test) but who had been highly recommended for training by their supervisors. Of all those enrolled, 91.1 percent graduated and 83.2 percent have been licensed by the State of New York as LPN's. For the M group, the comparable figures were 81.5 and 68.4 percent.

To achieve these results, the project provided remedial education classes, classes aimed at enabling the enrollee to pass the high school equivalency exam, training allowances, and counseling.
1971

NTIS PB199441/AS

3-115 Hiring Standards for Paramedical Manpower

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Morris A. Horowitz and Harold M. Goldstein

Grant 91-23-67-57
Project completed fiscal year 1969

Descriptors: HOSPITALS; HIRING PRACTICES; HEALTH OCCUPATIONS; JOB ANALYSIS; MILITARY TRAINING; NURSES; NURSE AIDES

This pilot study tested the hypothesis that hospital hiring standards for paramedical jobs exceed the education, training, and experience needed for the duties performed, thus making it difficult to fill the jobs. Information was obtained from administrators and personnel directors of 20 general and special short- and long-term hospitals in the Boston area. A sample of 524 hospital employees in 22 paramedical occupations were asked whether they performed each function on a list developed for their occupation (in consultation with specialists in the field) and how much of their worktime it consumed. They were also asked about their education, training, and experience and its relevance to their duties, and about their career prospects.

The researchers found that: (1) Published descriptions of paramedical occupations were incomplete and often wrong for workers in the study; (2) many hiring standards had been in effect for years despite changes in job content and widespread shortages of workers, but most of the hospital executives felt their hiring standards were "just right"; (3) employees working in different occupations and having widely differing qualifications were performing the same or similar functions—in some instances within the same hospital. For example, the same eight functions accounted for 80 percent of the nurse aides' time and 63.5 percent of licensed practical nurses' time, although most of the latter group had at least 15 months of occupational training after high school, whereas many aides were school dropouts with no more than a few weeks of informal, on-the-job training; and (4) in comparison with the rest of the sample, educational requirements appeared to be lower and training time shorter for medical corpsmen at the U.S. Naval Hospital than for civilian hospital staff (12 versus 24 months for training an X-ray technician, for example), but most corpsmen easily found moonlighting jobs in civilian hospitals.

The authors' recommendations included: (1) Use of the job descriptions and lists of functions developed for the study for further research on the education and training needs in paramedical occupations; (2) realistic appraisal of the job requirements of each occupation and establishment of relevant hiring standards (including licensing requirements) and training programs (on-the-job as well as institutional); (3) better use of highly trained workers; and (4) hiring and training more aides and assistants, including high school dropouts, who should then be trained on the job for the higher rated occupations.

One of the hospitals included in the study consented to participate in further research for designing and implementing a plan to effect these recommendations (see 41-9-004-23).
1969

NTIS PB179846/AS

3-116 An Experimental Project for Administrative Trainees

CAMPFIRE GIRLS, INC.
NEW YORK, N.Y.
AND
GIRL SCOUTS OF THE U.S.A.

Contract 82-34-68-02
Project completed fiscal year 1972

Descriptors: MATURE WORKERS; WOMEN; COLLEGE GRADUATES; SOCIAL SERVICE EMPLOYEES; PROFESSIONALS; WORK-STUDY PROGRAMS; EMPLOYER ATTITUDES

This project offered a program of noncredit college study and work experience to prepare mature women (including non-college graduates) for administrative positions with social service agencies. It enrolled 150 women who had been in dead-end jobs, were underemployed, had been out of the labor force for some years, or had personal skills but lacked professional qualifications, as well as some recent college graduates with no work experience.

Of the 137 women who completed the 10-week program, 50 got professional jobs in social service agencies for which they could not have qualified previously. For some, the new job meant a step up; for others, it represented initial employment. The project also served to alert the Councils of the sponsoring organizations to the potential of women whom they customarily had not considered.

NTIS PB199524/AS

3-117 Student Nurses' Association of California Recruitment Project

CALIFORNIA NURSES' ASSOCIATION
SAN FRANCISCO, CALIF.

Grant 92-05-68-02
Project completed fiscal year 1971

Descriptors: RECRUITMENT; NURSES; VOCATIONAL GUIDANCE; HIGH SCHOOLS; CAREER CHOICE

This is the final report of a project undertaken by the Student Nurses' Association of California to develop, prepare, and distribute current nursing career material for use by high school students and high school and junior college counselors when they are making career decisions on nursing occupations, with particular emphasis on recruiting high school youth from minority groups into nursing.
1972

NTIS PB201164/AS

3-118 Business Training with Business Speech (A Partnership Between Business and Government)

ADULT EDUCATION CENTER, INC.
NEW ORLEANS, LA.

Grant 92-20-68-07
Project completed fiscal year 1969

Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); CLERICAL OCCUPATIONS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; INSTRUCTIONAL MATERIALS; LOUISIANA, NEW ORLEANS

This grant provided a minor share of the funds needed by a group of businessmen who were trying to convert to a permanent basis a highly successful experimental project for training black women as secretaries (contracts 82-17-75 and 82-20-67-12). The corporation set up by the businessmen continued the training for 6 months, during which it raised additional money from business organizations and obtained a substantial financial commitment from the local school system for a further extension of the program.
1969

3-119 Upgrading Hospital Employees Through After-Hours Education

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Grant 92-43-68-08
Project completed fiscal year 1971

Descriptors: HOSPITALS; HEALTH OCCUPATIONS; LOW-LEVEL OCCUPATIONS; UPGRADING; WORK-STUDY PROGRAMS

This project was conducted by the training and education section of the Vanderbilt University Medical Center.

The project provided basic education using the MIND (Methods of Intellectual Development) technique, to employees in a voluntary after-hours program in the hospital complex.

The major project finding was that some long-time employees in "dead end" jobs can be recruited for educational and job upgrading training in a relatively inexpensive, but well-structured, program. The report discusses the problems involved in running such a program—recruitment methods, educational techniques, selection of teacher-monitors, class scheduling, and student motivation—for two cycles. The gradual building of relationships between the training section and supervisors of employees is discussed.

FINAL REPORT, UPGRADING HOSPITAL EMPLOYEES THROUGH AFTER-HOURS EDUCATION
1972

NTIS PB199991/AS

3-120 Military Health Manpower Project

SANTA CLARA COUNTY MEDICAL SOCIETY
SAN JOSE, CALIF.

Grant 92-05-68-10
Project completed fiscal year 1971

Descriptors: HEALTH OCCUPATIONS; RECRUITMENT; VETERANS; TRANSFERABILITY OF SKILLS; PUBLIC EMPLOYMENT SERVICE; AMERICAN MEDICAL ASSOCIATION; PROJECT REMED

This is a report on a project conducted by a county medical society in cooperation with the California State Employment Service.

The project provided career guidance and counseling to discharged servicemen, referred through Project REMED and other sources, who had some prior training in health services while they were in the military. The project and the ES helped to find appropriate job placement and educational training for these health-trained veterans.

The major project finding was that veterans with some medical training could be attracted to the health careers if proper guidance and counseling was provided. The project demonstrated that chapters of a large national organization (the American Medical Association) could effectively provide such guidance and counseling.

The report discusses the problems involved in the recruitment, community participation, counseling, education, licensing, and job development and placement for ex-servicemen with some health training.

FINAL REPORT, MILITARY HEALTH MANPOWER PROJECT
1972

NTIS PB200152/AS

3-121 Tri-Faith Trucking Terminal Employment Project

CHICAGO CONFERENCE ON RELIGION AND RACE
CHICAGO, ILL.

Contract 82-15-68-51
Project completed fiscal year 1971

Descriptors: TRUCKING INDUSTRY; HIRING PRACTICES; TURNOVER; INNER-CITY RESIDENTS; SUPPORTIVE SERVICES; ON-THE-JOB TRAINING (OJT)

This report deals with a project conducted by a nonprofit social service agency, in cooperation with Associated Trucking Lines, Inc., one of the Nation's largest interstate carriers. To improve hiring procedures and reduce turnover among new truck terminal dockworkers, the project developed and tested means for providing pre-employment preparation, on-the-job training, job placement, and post-placement support to inner-city minority group men.

The major finding was that those men the industry had considered unqualified appeared to be more reliable dockworkers than those who had usually been deemed qualified. High school graduates had a higher dropout rate than nongraduates from the training program and men who scored lower on a standard verbal personnel test had a higher job retention rate than men who scored higher. It was also found that the traditional "casual labor" policy in the trucking industry led to high turnover. In addition, the report discusses the evolution and final structure of the project's 20-workday training cycle and the procedure by which the employer was compensated for time the trainees spent at orientation, counseling, and evaluation sessions.

TRI-FAITH TRUCKING TERMINAL EMPLOYMENT PROJECT, FINAL REPORT, JULY 1, 1968-DECEMBER 31, 1969
1971

NTIS PB199133/AS

3-122 IMPROVING THE UTILIZATION OF HEALTH MANPOWER

NORTHEASTERN UNIVERSITY, CENTER FOR MEDICAL MANPOWER STUDIES
BOSTON, MASS.

Harold M. Goldstein and Morris A. Horowitz

Grants 41-9-004-23 and 42-25-72-10
Project still in progress

Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; HIRING PRACTICES; TRAINING; ENTRY-LEVEL EMPLOYEE PROBLEMS; MASSACHUSETTS, BOSTON

The first phase of this project concerned hiring standards and job duties for paramedical personnel in the Cambridge (Mass.) Hospital. The researchers developed and tested a "short-cut" method of job analysis, developed new hiring standards, and helped the hospital implement certain recommendations.

The researchers found a substantial overlap of functions in nursing jobs and smaller amounts among other related occupations. Educational requirements and institutional barriers prevented paramedical personnel from progressing to related occupations, and relatively little training was offered to paramedical personnel.

Recommendations included: (1) Creating a job ladder consisting of three new paramedical occupations—Nursing Assistant, Medical Assistant, and Physician's Assistant; (2) establishing training programs which would enable employees to climb this ladder in about 2 years; (3) restructuring other nursing occupations—for example, abolishing the distinction between nurse aide and orderly jobs; and (4) reorganizing the laboratory to encourage contract laboratory work for neighboring hospitals.

Within a relatively short time, the hospital modified some entrance requirements, restructured some jobs to make fuller use of education and training, established new occupations with a potential for upward mobility, and started training programs.

The principal objectives of the latest phase are: (1) To determine whether and how recommendations made in the first phase of the Cambridge Hospital study have been carried out; (2) to analyze why certain changes were or were not made; (3) to analyze the longrun and cumulative effects of such changes; (4) to disseminate findings from this and other studies among other hospitals in the area; (5) to explore the development of research techniques for measuring how much change has taken place through improvement in quality of medical services; and (6) to compile a list of "marginal medical functions" which could be performed as well or better by paramedical personnel.

The researchers are attempting to act as change agents, in working with the hospitals to collect data on hiring, terminations, wage rates, job descriptions, job functions, and personnel utilization. They are also attempting to utilize in these hospitals the findings from other research and development efforts in the health employment area.

Other research efforts include the following: (1) The center will determine the changes over a 5-year period in the various occupational groups within the health field in the Boston area, whether there is an underutilization of hospital bed capacity, and the effects of the growth of nonhospital health facilities; (2) the center will assess the impact on the number and composition of health workers under each National Health Insurance (NHI) plan currently under congressional consideration, projecting the demand for facilities, services, health care, and health care personnel, based on current personnel structure and each NHI proposal, with attention focused on those occupations that may be considered as potential entry-level and middle-level occupations; and (3) the center will consider the impact of unionization of health workers by appraising whether unionization and collective bargaining are (a) improving the job and career opportunities for the disadvantaged in an expanding sector, (b) opening new opportunities to minorities and to women, (c) enhancing the status of hospitals as employers of nonprofessionals, thereby insuring more stable patterns of employment among this group, and (d) fostering efforts to utilize labor more effectively to control costs.

In addition, the researchers have analyzed almost 6,000 requests for copies of their earlier report in an attempt to build a using public for their own findings and those of other researchers in the allied health personnel area.

RESTRUCTURING PARAMEDICAL OCCUPATIONS: A CASE STUDY

VOL. 1, FINAL REPORT
January 1972

NTIS PB211113/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

VOL. 2, APPENDIXES C AND D
January 1972

NTIS PB211114/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

IMPROVING THE UTILIZATION OF HEALTH MANPOWER: TWO-YEAR REPORT
July 1974

NTIS PB236324/AS
Also available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

RESEARCH AND DEVELOPMENT IN THE UTILIZATION OF MEDICAL MANPOWER
October 1974
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

GUIDE TO RESTRUCTURING MEDICAL MANPOWER OCCUPATIONS IN HOSPITALS
July 1975
Available from Center for Medical Manpower Studies, Northeastern University, Boston, Mass. 02115.

HEALTH PERSONNEL: MEETING THE EXPLOSIVE DEMAND FOR MEDICAL CARE
July 1977

Published by Aspen Systems Corporation, 20010 Century Blvd., Germantown, Md. 20767.

ENTRY-LEVEL HEALTH OCCUPATIONS: DEVELOPMENT AND FUTURE
April 1977

NTIS PB269790/AS
Available from Center for Medical Manpower Studies, Northeastern University or The Johns Hopkins University Press, (Policy Studies in Employment and Welfare No. 27).

UTILIZATION OF HEALTH PERSONNEL; A FIVE HOSPITAL STUDY

VOLUME I, REPORT
March 1978

NTIS PB284191/AS

VOLUME II, STATISTICAL TABLES A1-A115
March 1978

NTIS PB284192/AS
Available from the Center for Medical Manpower Studies, Department of Economics, Northeastern University, Boston, Mass. 02115.

3-123 Pretraining Vocational Orientation Through Job Rotation

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Nancy S. Barrett, William Carter, Charles McClenon, Stuart Smith, and Robert Wolpert

Grant 91-09-69-05
Project completed fiscal year 1969

Descriptors: MDTA TRAINING PROGRAMS; DROPOUTS; JOB PLACEMENT; TRAINING ALLOWANCES; COUNSELING AND GUIDANCE; ORIENTATION

This study proposed solutions to the problem of participants' dropping out of MDTA training programs. The most common reason trainees cited (in other studies) for leaving their programs, acceptance of job offers, seemed to the researchers an alternative which should be facilitated by measures to step up placement efforts, especially for those who were job-ready.

To alleviate financial pressures during training, another common reason for dropping out, the researchers proposed shortening the training programs and making loans available to trainees.

The researchers suggested that a common, though unarticulated, reason for dropping out was the limited amount of vocational counseling given to young people before they enter training. To alleviate this problem, they proposed a rational on-job-exposure program.
1969

NTIS PB182147/AS

3-124 Health Services Mobility Study (HSMS)

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Eleanor G. Gilpatrick

Contract 82-34-69-34
Project completed fiscal year 1978

Descriptors: UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; CURRICULUMS

The basic goal of HSMS was to develop methods of facilitating the upward mobility and more effective development and use of health service workers.

Project staff developed, tested, and applied a highly sophisticated, explicitly researched, and well-documented methodology for job analysis, occupational structuring, and curriculum design. These methods reflected or were directed to operating situations, principally in health service organizations and educational institutions.

The findings indicated that New York municipal hospitals could be restructured to permit more efficient use of health service workers. The method was applied to all areas of radiologic technology.

The results and the task analysis and curriculum design methodology were reported in current documents. The method could be used in industries other than health services. A limited number of copies of selected project reports may be obtained from Dr. Eleanor Gilpatrick, Director, Health Services Mobility Study, 302 West 12th Street, New York, N.Y. 10014.

TRAIN PRACTICAL NURSES TO BECOME REGISTERED NURSES: A SURVEY OF THE PN POINT OF VIEW (RESEARCH REPORT NO.1)

Eleanor G. Gilpatrick
June 1968

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB271356/AS

THE OCCUPATIONAL STRUCTURE OF NEW YORK CITY MUNICIPAL HOSPITALS (RESEARCH REPORT NO.2)

Eleanor G. Gilpatrick and Paul K. Corliss
1970

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING

NTIS PB273905/AS

THE DESIGN OF CURRICULUM GUIDELINES FOR EDUCATIONAL LADDERS USING TASK DATA, (WORKING PAPER NO. 11)

Christina Gullion and Eleanor G. Gilpatrick
July 1973

Report Descriptors: CURRICULUMS; UPGRADING; HEALTH OCCUPATIONS; JOB ANALYSIS; TESTING; OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; HANDBOOKS

NTIS PB225035/AS

HEALTH SERVICES MOBILITY STUDY, FINAL REPORT FOR THE PERIOD OCTOBER 1967 TO MARCH 1972 (TECHNICAL REPORT NO. 11)

Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB210912/AS

HEALTH SERVICES MOBILITY STUDY, FIRST PROGRESS REPORT FOR PHASE IV FOR THE PERIOD APRIL 1, 1972 TO MARCH 15, 1973. (TECHNICAL REPORT NO. 12)

Eleanor G. Gilpatrick
1973

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB222321/AS

SUGGESTIONS FOR JOB AND CURRICULUM LADDERS IN HEALTH CENTER AMBULATORY CARE, (RESEARCH REPORTS NOS. 4 AND 5)

Eleanor G. Gilpatrick
1972

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB269586/AS

HEALTH SERVICES MOBILITY STUDY, AN INTRODUCTION TO THE WORK OF THE HEALTH SERVICES MOBILITY STUDY, AS OF APRIL 1975 (TECHNICAL REPORT NO. 13)

Eleanor G. Gilpatrick
January 1976

Report Descriptors: HEALTH OCCUPATIONS; UPGRADING; HOSPITALS; JOB ANALYSIS; ORGANIZATIONAL STRUCTURE; NEW YORK, NEW YORK

NTIS PB252418/AS

TASK DESCRIPTIONS IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 7)

VOLUME 1, MEDICAL TASKS: WHAT THE RADIOLOGIST DOES

Eleanor G. Gilpatrick
July 1976

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION

NTIS PB257224/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART I: TASKS 7 THROUGH 386
August 1976

NTIS PB261008/AS

VOLUME 2, RADIOLOGIC TECHNOLOGIST TASKS DEALING WITH PATIENT PROCEDURES, PART II: TASKS 387 THROUGH 526
August 1976

NTIS PB261009/AS

VOLUME 3, MACHINE-RELATED, PATIENT CARE, AND ADMINISTRATIVE TASKS
September 1976

NTIS PB258653/AS

VOLUME 4, INDEX OF TASKS BY CODE NUMBER AND EXTENDED NAME
September 1976

NTIS PB258654/AS

USING TASK DATA IN DIAGNOSTIC RADIOLOGY (RESEARCH REPORT NO. 8)

VOLUME 1, JOB LADDERS: ASSIGNING TASKS TO JOBS

Eleanor G. Gilpatrick
May 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

NTIS PB270459/AS

VOLUME 2, CURRICULUM OBJECTIVES FOR RADIOLOGIC TECHNOLOGY

Eleanor G. Gilpatrick and Christina Gullion
May 1977

NTIS PB270460/AS

THE TECHNOLOGIST FUNCTION IN FIELDS RELATED TO RADIOLOGY: TASKS IN RADIATION THERAPY AND DIAGNOSTIC ULTRASOUND, RESEARCH REPORT NO. 9; AND RELATING TECHNOLOGIST TASKS IN DIAGNOSTIC RADIOLOGY, ULTRASOUND AND RADIATION THERAPY, RESEARCH REPORT NO. 10

Eleanor G. Gilpatrick
October 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

THE HEALTH SERVICES MOBILITY STUDY METHOD OF TASK ANALYSIS AND CURRICULUM DESIGN, RESEARCH REPORT NO. 11

VOLUME I, BASIC TOOLS: CONCEPTS, TASK IDENTIFICATION, SKILL SCALES, AND KNOWLEDGE SYSTEM

Eleanor G. Gilpatrick
November 1977

Report Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; EDUCATION; ORGANIZATIONAL STRUCTURE

VOLUME 2, WRITING TASK DESCRIPTIONS AND SCALING TASKS FOR SKILLS AND KNOWLEDGE: A MANUAL
November 1977

VOLUME 3, USING THE COMPUTER TO DEVELOP JOB LADDERS
December 1977

VOLUME 4, DEVELOPING CURRICULUM OBJECTIVES FROM TASK DATA: A MANUAL

Eleanor G. Gilpatrick and Christina Gullion
December 1977

3-125 STUDENT HEALTH OPPORTUNITIES PROGRAM, A SUMMER YOUTH EMPLOYMENT PROGRAM

HOSPITAL RESEARCH AND EDUCATIONAL TRUST OF NEW JERSEY
PRINCETON, N.J.

Grant 92-32-70-01
Project completed fiscal year 1971

Descriptors: YOUTH; DISADVANTAGED; SUMMER EMPLOYMENT; HEALTH OCCUPATIONS; STUDENTS; HOSPITALS; CURRICULUMS

In the summer of 1969 the Student Health Opportunities Program (SHOP) provided disadvantaged high school students with opportunities for self-development by exposing them to a variety of hospital-based health careers during the summer vacation period. SHOP sought to help meet the growing need for qualified personnel in the health services by stimulating the interest of high school students.

Based on a summer 1968 experience, SHOP was administered by the Hospital Research and Educational Trust of New Jersey, the research arm of the New Jersey Hospital Association, and was supported by grants from major pharmaceutical companies.

The report on the program discusses goals of the program, selection of hospitals, recruitment and screening of students, orientation meetings, individual hospital implementations, inter-hospital activities, distribution of career information, results, and recommendations. Included in the appendixes are the curriculum, model student application form, and suggested guidelines for evaluation.
1972

NTIS PB199112/AS

3-126 A National Study of Assisting Manpower in Optometry

OPTOMETRIC CENTER OF NEW YORK
NEW YORK, N.Y.

Alden N. Haffner and Jerome Sherman

Contract 81-34-70-11
Project completed fiscal year 1972

Descriptors: OPTOMETRISTS; OCCUPATIONAL CHOICE; LABOR DEMAND; OCCUPATIONAL TRAINING; EMPLOYMENT OPPORTUNITIES; LABOR PROJECTIONS; LABOR SUPPLY

As a basis for providing meaningful job opportunities for the disadvantaged in health occupations, the current number, duties, education, and training of ancillary optometric personnel and the projected need for such employees were investigated. The type of formal training program required to meet the increased public demand for quality vision care was described, and career ladders for technical occupations in optometry were postulated.

A stratified sample of the Nation's practicing optometrists was surveyed by mailed questionnaires. Questions were designed to determine the present and potential utilization of ancillary optometric personnel and to reveal the relation of specific job tasks to requisite levels of education and training and capacity for independent action. This information permitted the grouping of job tasks into various job descriptions.

It was found that many optometrists currently use assistants in their practice, but these assistants most often work at routine office jobs rather than perform technical services. Optometrists generally agreed with the need for increased use of optometric assistants for a number of technical jobs, assuming that the assisting personnel would be appropriately trained. However, no such training had been established, just as there was no system of formal recognition and systematic utilization of technical optometric assistants. There was a positive correlation between the capacity to utilize assisting personnel and the extent of practice, income, and group associations of the supervising optometrist.

Six specific recommendations were made concerning the development of formal training programs to open new technical careers in optometry.

August 1971

NTIS PB202813/AS

3-127 A Chance to Get Ahead: Proficiency Examinations for Clinical Laboratory Personnel: Final Report, July 1, 1970, to January 31, 1974

NATIONAL COMMITTEE FOR CAREERS IN THE MEDICAL LABORATORY
BETHESDA, MD.
AND
EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Dallas Johnson, Jean D. Linehan, and Frank Fornoff

Contract 82-22-70-35
Project completed fiscal year 1974

Descriptors: TESTING; HEALTH OCCUPATIONS; VETERANS; UPGRADING; CREDENTIALING; OCCUPATIONAL LICENSING

The objective of this project was to develop proficiency examinations as a means of fostering placement and promotion of competent medical-laboratory workers who lack formal credentials, particularly veterans with some health training. In addition, the researchers tried to determine if this technique could supplant or enhance licensing, certifying, or other credentialing mechanisms which might act as an artificial barrier to employment and advancement.

Working with the Educational Testing Service of Princeton, the contractor set up an advisory committee composed of pathologists, medical technologists, military laboratory educators and directors, and Government specialists to guide development of the tests. The final tests were given in two pilot administrations to over 3,500 persons in 100 test centers, and were validated on technicians then working in clinical laboratories.

A CHANCE TO GET AHEAD: PROFICIENCY EXAMINATIONS FOR CLINICAL LABORATORY PERSONNEL: FINAL REPORT, JULY 1, 1970, TO JANUARY 31, 1974

Jean D. Linehan
June 1974

NTIS PB236178/AS
Also available from National Committee for Careers in the Medical Laboratory, 9650 Rockville Pike, Bethesda, Md. 20014.

3-128 AIAA Employment Workshops

AMERICAN INSTITUTE OF AERONAUTICS AND ASTRONAUTICS
NEW YORK, N.Y.

Geoffrey Potter

Contract 82-36-71-01
Project completed fiscal year 1972

Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS

These reports describe employment workshops to assist unemployed engineers and scientists who were unaccustomed to searching for jobs. Nearly 15,000 professionals displaced from the defense and aerospace industries in 43 cities participated in 175 workshops. A peer-group discussion technique was used to provide: An understanding of the labor market situation; assistance in marketing careers, skills, and experience; and assistance in preparing letters and resumes, conducting the job interviews, and carrying out the necessary research for a job search program.

Divided into three volumes, this report may effectively be used individually or as a whole.

Volume 1 describes the organization, operation, and proceedings of the workshop sessions.

Volume 2 provides details on 22 workshops and analyzes participants' response to questionnaires on the value of the workshop and its effects on securing employment. Over half of those who found permanent jobs felt that the workshops had been helpful.

AIAA EMPLOYMENT WORKSHOPS

VOL. 1, FINAL REPORT

January 1972

NTIS PB209366/AS

VOL. 2, ANALYTIC REPORT

Leonard Smith
January 1972

NTIS PB209367/AS

3-129 An Analytic Study of the Effects of a Human Resource Center

AMERICAN TELEPHONE AND TELEGRAPH COMPANY
NEW YORK, N.Y.

Thomas Calcerano

Contract 82-36-71-02
Project completed fiscal year 197

Descriptors: EMPLOYER SERVICES; EMPLOYER PLANNING; JOB SATISFACTION; TELEPHONE INDUSTRY; WORKER TRAITS; ORGANIZATIONAL ENVIRONMENT

To assess the possibility of broader application, this study by an independent contractor (under subcontract) examined the activities and effects of the Human Resource Center at a Los Angeles district office of the Pacific Telephone and Telegraph Company. The center was established to "diagnose and attack" the company's personnel problems, such as absenteeism, tardiness, turnover, and poor supervisor-employee relations. The center was staffed by a dozen first- and second-level line managers and a few consultants in the behavioral sciences.

The overall assessment was that the center was not a good model for problem solving, but had possible use in implementing solutions to the company's personnel problems. The center apparently had no clear definition of its powers and responsibilities. Thus, during its first 6 months the center: (1) Designed a perception study (of personnel problems) that was too long and lacked adequate reliability checks, but the center did not analyze useful information that was gathered when the questionnaire was administered to company employees; (2) did analyses of jobs and of training based on the job analyses that were of little use in revealing problems and had little relevance to the center's tasks; (3) designed a method for subordinate evaluation of supervisors that was rejected by management; and (4) collected biographic data on employees from company records that were out of date and therefore of little use in many cases. Furthermore, the center made all of the mistakes that management had been making and developed among its own staff many of the problems it was supposed to solve.

The study offered a plan for effective performance of such an organization within industry. The centerpiece of that plan was advance research to disclose problems, done by research professionals, to give management an idea of the nature and magnitude of its problems as a basis for planning activities.

CHANGING WORKER BEHAVIOR

Tore Tjersland
1972

Report Descriptors: JOB PERFORMANCE; JOB SATISFACTION; TELEPHONE INDUSTRY; ABSENTEEISM; UPGRADING; HANDBOOKS

NTIS PB221074/AS
Also available from Robinson-Warfield Company, Fort Collins, Colo. 80521.

ORGANIZATIONAL CHANGE: THE HUMAN RESOURCE CENTER

Tore Tjersland and William G. Weissert
1972

Report Descriptors: TELEPHONE INDUSTRY; INDUSTRY PRACTICES; TRAINING CENTERS; ORGANIZATIONAL ENVIRONMENT; HANDBOOKS

NTIS PB221075/AS
Also available from Robinson-Warfield Company, Fort Collins, Colo. 80521.

3-130 AEROSPACE EMPLOYMENT PROJECT: FINDING NEW CAREERS IN LOCAL GOVERNMENT FOR UNEMPLOYED ENGINEERS AND SCIENTISTS

LEAGUE OF CITIES—CONFERENCE OF MAYORS, INC.
WASHINGTON, D.C.

Michael A. DiNunzio

Contract 82-11-71-22
Project completed fiscal year 1973

Descriptors: ENGINEERS; SCIENTISTS; AEROSPACE INDUSTRY; UNEMPLOYED; JOB SEARCH; SELF-HELP FOR JOBSEEKERS; REEMPLOYMENT ASSISTANCE; LAYOFFS; STATE AND LOCAL GOVERNMENTS; ORIENTATION

This study, jointly sponsored by the Department of Labor and the Department of Housing and Urban Development in June 1971, was a pilot project to find whether a substantial demand for unemployed aerospace engineers and scientists existed, or could be readily generated, in State and local government managerial and technical fields. Four hundred unemployed professionals were specially selected from 10 areas of the country with the highest incidence of unemployed engineers and scientists. East coast participants attended a month's orientation at the Massachusetts Institute of Technology, those from the Western States attended a similar orientation at the University of California at Berkeley.

Eight months later, 50 percent of the participants had been placed in State or local government jobs, half of which were subsidized by Public Employment Program funds, 28 percent had found jobs in private industry, and the rest were still unemployed. These results suggest there was no great readiness by State or local governments to hire unemployed aerospace engineers for middle-level positions.

The final report is an overview of project findings, with particular emphasis on an analysis of placement results, the orientation course, the delivery network, and relocation, salary, and other factors affecting placement.

Separate reports by the two universities analyze participant characteristics, placement results, factors affecting career transfer, and post-placement adjustment and performance.

ADAPTING PROFESSIONAL MANPOWER FROM AEROSPACE TO URBAN GOVERNMENT: FINAL REPORT, AEROSPACE ORIENTATION PROGRAM

William L. C. Wheaton, Warren W. Jones, and Warren H. Fox
August 1972

NTIS PB221622/AS

PROJECT ADAPT: REPORT NO. 2 (FINAL): REVIEW AND ASSESSMENT OF POST-ORIENTATION CAREERS OF ADAPT PARTICIPANTS: AN ELEMENT OF THE NLC/USCM JOINT AEROSPACE EMPLOYMENT PROJECT

Francis Ventre and Larry N. Sullivan
May 1972

NTIS PB232204/AS

AEROSPACE EMPLOYMENT PROJECT—FINAL REPORT

Michael A. DiNunzio
August 1972

NTIS PB213670/AS

3-131 PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN) TO ASSIST CIVILIAN HOSPITALS IN HIRING AND RETAINING MILITARY-TRAINED PERSONNEL

ROBERT R. NATHAN ASSOCIATES, INC.
WASHINGTON, D.C.

Edward D. Hollander

Contract 82-11-71-42
Project completed fiscal year 1974

Descriptors: VETERANS; HEALTH OCCUPATIONS; UPGRADING; MILITARY TRAINING; OCCUPATIONAL LICENSING; LABOR SUPPLY; TRANSFERABILITY OF SKILLS; ILLINOIS, CHICAGO

This project determined the problems faced by a large hospital (a major employer) in recruiting, placing, and retaining veterans who have had military medical training and experience; and demonstrated ways to solve these problems by testing alternative solutions. The project grew out of an earlier study by the contractor (contract 81-09-68-01).

The design and demonstration of a system of continuous recruitment and placement by a civilian hospital of discharged, medically trained military personnel was undertaken. The career opportunities for veterans in civilian hospitals were developed and demonstrated through a career mobility program

whose components might include new occupational categories, training and educational opportunities, and career ladders.

A small project staff, located at Cook County Hospital in Chicago, worked with the hospital director, the personnel department, and key professionals, both medical and administrative, to: (1) Effect full assessment of veterans and job placements commensurate with abilities; (2) initiate career development programs to add to the capabilities acquired in the military to bring the veteran up to civilian requirements; (3) link local and national recruitment services for veterans with the project; and (4) explore alternative jobs, newly created jobs, and jobs not hospital based for opportunities for the health trained veterans.

Many hospitals and health services agencies are not aware of the complete background in health training veterans possess, and the project devised an instrument for collecting this information. Opportunities for veteran medics are occupations whose structure and credentialing are in a more formative state, such that obstacles can be at least circumvented, if not overcome. Veterans' experience enables them to be more readily assimilated into systems for emergency medical care, into correctional institutions, and into community health service agencies.

Some of the recommendations which resulted from this project were: (1) To devise a system of cross-matching military training and experience with civilian training and experience required for credentialing and licensure; and (2) to permit veterans to sit for proficiency examinations, as well as for credentialing and licensure examinations, based principally on their preparation and training in health care while in the military.

PROJECT VEHTS—FIRST INTERIM REPORT
June 1972

NTIS PB212626/AS

PROJECT VEHTS (VERSATILE EMPLOYMENT OF HEALTH-TRAINED SERVICEMEN)—FINAL REPORT,JUNE 1973

Harriet M. Kriesberg and Edward D. Hollander
December 1973

NTIS PB227717/AS

MEDICAL VETERAN UTILIZATION MANUAL
December 1973

Report Descriptors: HEALTH OCCUPATIONS; VETERANS; VERSATILE EMPLOYMENT OF HEALTH TRAINED SERVICEMEN; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; HANDBOOKS

NTIS PB227902/AS
Available from Robert R. Nathan Associates, Inc., 1200 18th Street, NW, Washington, D.C. 20036.

MEDICAL VETERAN INTERVIEWING GUIDE
March 1974
Available from Robert R. Nathan Associates, Inc., 1200 18th Street, NW, Washington, D.C. 20036.

3-132 TRUCKING INDUSTRY TRAINING PROJECT-FINAL REPORT

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Benjamin Aaron, Fred H. Schmidt, and Donald D. Sanburn

Grant 92-06-72-04
Project completed fiscal year 1973

Descriptors: TRUCKING INDUSTRY; UNION PRACTICES; TRAINING PRACTICES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COLLECTIVE BARGAINING; CIVIL RIGHTS ACT (1964)

In response to an emerging interest in training in the trucking industry, which has been indifferent to systematic training methods and somewhat antipathetic to hiring and upgrading minorities, this project investigated the possibilities for better organized training systems in the industry, building on the experience of experimental and demonstration projects (see 82-05-67-38 and 82-05-69-02).

With the help and cooperation of officials of the International Brotherhood of Teamsters, major trucking associations and fleet operators, the grantee assisted the industry in assessing the social and economic costs of organized training and exploring alternative methods of underwriting or sharing the costs.

Donald D. Sanburn

NTIS PB224525/AS
Also available from the grantee.

3-133 EXPLORING WAYS TO IMPLEMENT THE HEALTH SERVICES MOBILITY STUDY: A FEASIBILITY STUDY

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Eileen M. Lavine and Audrey Moore

Grant 21-24-77-06
Project completed fiscal year 1978

Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; HOSPITALS; UPGRADING; JOB DESCRIPTION; EDUCATION; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; OCCUPATIONAL STRUCTURE

The grantee attempted to develop a strategy for implementation and utilization of the findings of the Health Services Mobility Study (HSMS), conducted by Eleanor G. Gilpatrick of Hunter College, (see 82-34-69-34) through the City University of New York. To accomplish this, the grantee sought the advice of appropriate outside experts, as well as key persons in the Department of Health, Education, and Welfare, to develop a number of alternative strategies for such implementation, including estimations of time, money, and staff necessary to carry out each strategem and the degree of support that might be forthcoming from various agencies and associations. Concise summary fact sheets were prepared on the extensive outputs of HSMS during the past 8 years (over 50 volumes) and used for discussion purposes among the various key persons in the health occupations field. On the basis of these findings, and drawing on their own expertise in the health occupations field, the researchers concluded that the HSMS methodology has valuable applications, not only in the fields of health, but potentially for all work fields. It is a highly effective tool for restructuring jobs, creating more flexible employment patterns (including new job levels), using personnel more effectively, opening educational and training opportunities through a more cost-effective modular design, and improving evaluation of applicants for jobs and their performance in those jobs.

The grantee is developing specific strategies of implementation under a new grant (21-24-78-57).
December 1977

NTIS
Also available from Health and Education Resources, Inc., 9650 Rockville Pike, Bethesda, Md. 20014.

3-134 STUDY OF FACTORS IMPORTANT IN DEVELOPING ALTERNATIVE EMPLOYMENT FOR MIGRANT AND SEASONAL FARMWORKERS

MILLER & BYRNE, INC.
WASHINGTON, D.C.

Ruth Blau

Contract 20-24-78-06
Project still in progress

Descriptors: FARMWORKERS; CETA PROGRAMS; OCCUPATIONAL MOBILITY; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; STAFF TRAINING

This project is developing a three-part training program for the field staffs of CETA section 303 grantees on factors known to be important in helping farmworkers end their dependency on seasonal agricultural work. The training materials will consist of a training text or monograph, a curriculum guide for use of trainers, and a videotape script to reinforce material presented in other formats—all designed to help field staff involved in day-to-day delivery of services improve their understanding of the client group and their ability to provide effective help.

To decide on the content of the training, project staff are reviewing the substantial body of research literature on migratory and other seasonal farmworkers, their characteristics, needs, problems, and aspirations. They are comparing interpretations drawn from this literature to actual operating conditions by interviewing farmworker participants, staff specialists, employers, and other community leaders in more than eight States that have CETA farmworker programs. In both the literature review and the field data collection, staff are concentrating on individual, family, community, economic, and program factors and their interrelationships as they affect farmworkers' chances of developing alternative lifestyles.

3-135 Training and Retention of Disadvantaged Workers in Private Sector OJT

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Elisabeth K. Allison

Grant 21-25-78-31
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; JOB RETENTION; DISADVANTAGED; CAREER PATTERNS; ON-THE-JOB TRAINING (OJT); CLOTHING INDUSTRY

This study adds a research component to a project currently underway to establish a national training program in the men's tailored clothing industry. The project, which calls for training for steady and relatively high-paying jobs located in older urban areas for 1,500 workers, most of whom are economically disadvantaged minorities and women, provides a major placement opportunity. It also permits industry to learn to train more efficiently, reduce turnover, retrain, and upgrade. (The project is being supported by the Employment and Training Administration's Office of National Programs.) The research component investigates a range of problems, including the following: (1) Determining how marginal workers can be brought into full participation in economic life, specifically considering such factors as training method, supervisor characteristics, local economic conditions, and applicant's work history on job retention; (2) measuring the effectiveness of specific training approaches; (3) determining the source of male/female earnings differentials and the effect of age on productivity; and (4) gathering information on how new employees can be more efficiently matched with jobs.

The researcher will collect "base-line" data on the industry's current training practices; conduct statistical analyses, measuring benefits or associating benefits with specific program components; undertake a cost-benefit analysis; and analyze the reproducibility of training methods that are identified as especially effective.

3-136 A Demonstration/Research Project for Maximizing the Integration of Local Labor into the Regional Apple Industry

THE WILLIAM H. MINER AGRICULTURAL RESEARCH INSTITUTE
CHAZY, N.Y.

Claude Wiley

Grant 21-36-78-39
Project still in progress

Descriptors: LABOR SUPPLY; SEASONAL EMPLOYMENT; TEMPORARY EMPLOYMENT; IMMIGRATION; JOB SATISFACTION; JOB RETENTION; FARMWORKERS; NEW YORK

The project will demonstrate on a limited basis special techniques to obtain a willing and able domestic labor force to harvest the apple crop, replacing imported labor currently being used in that industry. It is aimed at increasing employment opportunities in northern New York by providing local apple growers with trained local harvesting crews. Success with the project would show that domestic labor could replace imported harvesting labor in this industry.

Procedures include choosing a local orchard site; employing various recruitment techniques to secure a sample of 30 to 50 local people for the apple harvest; providing a 3- to 5-day training program for the pickers; offering incentives for such employment, e.g., transportation, child care, and higher wages paid for more difficult work; and documenting and assessing the project so that it could be replicated if successful.

3-137 Developing Strategies for Implementing Findings of Health Services Mobility Study

HEALTH AND EDUCATION RESOURCES, INC.
BETHESDA, MD.

Audrey Moore and Eileen M. Lavine

Grant 21-24-78-57
Project still in progress

Descriptors: HEALTH OCCUPATIONS; JOB ANALYSIS; JOB DESCRIPTION; HOSPITALS; UPGRADING; EDUCATION; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

The purpose of this grant is to develop and carry out a national invitational conference to plan specific strategies and secure commitments for implementation of the findings and results of the Health Services Mobility Study (HSMS). Prior to the conference, the grantee will convene a preliminary expert review panel to provide analytical critiques of the HSMS methodology to help set the focus and determine the agenda for the proposed conference.

The grantee will prepare a report of the proceedings of the conference, as well as help develop position papers or other information devices to stimulate implementation of the HSMS system in radiology and radiological technology, in other health areas, and in other fields, and will disseminate information on the HSMS methodology and results for broader application, including feasibile next steps to be taken in the implementation process.

3G. PROVIDING PUBLIC EMPLOYMENT

3-138 Public Employment and the Disadvantaged

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Milton B. Millon

Contract 82-09-69-31
Project completed fiscal year 1971

Descriptors: PERSONNEL ADMINISTRATION; STATE AND LOCAL GOVERNMENTS; PUBLIC EMPLOYMENT PROGRAMS; DISADVANTAGED

This project, undertaken jointly by the Department of Labor and the Office of Economic Opportunity, was intended to: (1) Meet the employment needs of the disadvantaged; (2) help State and local government recruit needed personnel; and (3) help change State and local personnel systems in order to meet present needs.

Project activities included conferences for hundreds of State and local personnel officials to stimulate interest in and help them upgrade and modernize their personnel systems; counseling individual officials on possible approaches; preparing and distributing publications which the officials could use in restructuring their personnel systems to bring in disadvantaged workers; developing a new model public personnel administration law for State and local governments which would remove barriers to employment of the disadvantaged; and conducting a comprehensive survey of public personnel administration.

The survey data demonstrated the feasibility of the effort. Projected yearly vacancies were 403,000, and high turnover would permit governments to absorb many new workers, even with no increase in budget.

Few legal barriers were found to changing personnel procedures to allow the disadvantaged to enter public service. The personnel director customarily had wide leeway to make policy, and the director's attitude toward the employment of the disadvantaged was seen as the crucial factor. The director usually had authority to change job standards established by the personnel commission so long as he abided by the principles of the merit system. Many standards appeared to be "desirable" rather than essential to job performance. The director also usually determined recruitment methods, which seldom reached the disadvantaged. Finally, few laws or regulations required written tests, which were prevalent, and the personnel director seldom had taken precautions to insure that the written tests were unbiased or that they had been validated.

When the project had been in operation for 10 months, the Office of Economic Opportunity funded a follow-through (known as PACEMAKER, for Public Agency Career Employment Maker) in which the National Civil Service League worked with 8 States and 10 city and/or county governments to identify barriers that screen out the disadvantaged and to provide technical assistance in removing them. Because the number of applications for participation in PACEMAKER was more than twice the number that could be served under the OEO funding, the Ford Foundation gave the League a 3-year grant in December 1970 to establish a national program and clearinghouse to continue and expand its work.

1972

NTIS PB203450/AS

3-139 EMERGENCY ACTION PLAN FOR PUBLIC SERVICE EMPLOYMENT

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Contract 82-09-70-24
Project completed fiscal year 1972

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)

This report presents guidelines which can be adopted by any public agency to facilitate rapid hiring of large numbers of low-skilled unemployed persons.

Consideration is given to, and specific suggestions made concerning: Numbers and kinds of positions; characteristics of participants; priorities among potential positions; job standards and qualification requirements; procedures that permit quick screening, examination, and hiring; and expediting of administrative processes.

Included in an appendix are sample survey forms for additional personnel needs, a sample application form for public service employment, and a compilation of some civil service rules and regulations relating to temporary appointment.

Jacob J. Rutstein
August 1971
NTIS PB202818/AS

MANPOWER PLANNING STRATEGIES FOR EMERGENCY PUBLIC EMPLOYMENT

Jacob J. Rutstein and Richard P. Schick
March 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971); RECRUITMENT; UNEMPLOYED

NTIS PB213686/AS

3-140 SPECIAL WORK PROJECTS FOR THE UNEMPLOYED AND UPGRADING FOR THE WORKING POOR

STATE OF VERMONT, DEPARTMENT OF EMPLOYMENT SECURITY
MONTPELIER, VT.

John M. White

Contract 82-48-70-30
Project completed fiscal year 1975

Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; UPGRADING; LOW INCOME; WELFARE RECIPIENTS; HANDBOOKS; VERMONT

This project explored the feasibility and effectiveness of temporary subsidized job opportunities for welfare recipients and other members of low-income families as a means of helping them to permanent unsubsidized employment. It also explored the feasibility and effectiveness of upgrading training for the working poor.

The contractor established special work project slots with public and nonprofit private employers for some 650 enrollees and upgrading training opportunities with private employers for almost 150 enrollees. Supportive services (such as day care, health aid, rehabilitation assistance, and social services) were provided by Vermont's Human Resources Agency and the State Office of Economic Opportunity. Followup information on employment and welfare status was gathered at 30, 90, and 180 days following project participation, and additional followup information for up to 30 months was collected.

Analysis of the followup data shows a relatively high post-subsidy placement rate, with very little subsequent attrition. In general, the more successful participants were those who came to the program with better attitudes and motivation, fewer barriers to employment, and more favorable work/welfare histories. The upgrading component was moderately successful in achieving promotion and pay increases, but difficulties were encountered in identifying clients and employers for participation, partly due to a declining economic situation.

Complete documentation of the project experience, including analysis of project outcomes, descriptions of how various operational issues were dealt with, and operating guides and handbook, is contained in a series of monographs and special reports, including a separate grant to the University of Pittsburgh (grant 92-42-72-29).

VERMONT UPGRADING RESEARCH PROJECT: VERMONT ECONOMIC AND SOCIAL CHARACTERISTICS AND THEIR IMPLICATIONS FOR UPGRADING THE WORKING POOR

May 1972

Report Descriptors: UPGRADING; LOW INCOME; LABOR MARKET INFORMATION; VERMONT

ETA

THE DEVELOPMENT OF A SYSTEM FOR FINANCIAL MANAGEMENT OF PUBLIC SERVICE EMPLOYMENT SUBCONTRACTS: THE VERMONT EXPERIENCE

Peter E. Battelle
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; INFORMATION SYSTEMS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VERMONT

NTIS PB232180/AS

FINAL UPGRADING REPORT

Robert E. Mattson
September 1973

Report Descriptors: UPGRADING; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB231920/AS

AN EVALUATION OF INDIVIDUALIZED AND POOL SLOT DEVELOPMENT FOR PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Mattson
September 1973

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VERMONT

NTIS PB231850/AS

CONSIDERATIONS IN SELECTION OF PUBLIC SERVICE EMPLOYERS: THE VERMONT EXPERIENCE

Robert E. Mattson and Joseph A. Rution
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; STATE AND LOCAL GOVERNMENTS; VERMONT

NTIS PB231854/AS

THE USES OF PARAPROFESSIONALS IN THE DELIVERY OF MANPOWER AND SOCIAL SERVICES THROUGH PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Robert E. Stanfield
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; PARAPROFESSIONALS; VERMONT

NTIS PB231897/AS

SWP VERSUS PEP: A COMPARISON BETWEEN THE VERMONT E&D SPECIAL WORK PROJECT AND THE PUBLIC EMPLOYMENT PROGRAM IN VERMONT

Richard A. Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231895/AS

THE ROLE OF THE COACH IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Erica Burleson
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COACHING; VERMONT

NTIS PB231898/AS

FINANCIAL DISINCENTIVES FOR WELFARE CLIENTS TO ENTER PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Milton J. Nadworny, R. B. Lawson, and R. E. Musty
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WELFARE RECIPIENTS; WORK INCENTIVES; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB231899/AS

THE ROLE OF THE COUNSELOR IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Christina Gibbons
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COUNSELING AND GUIDANCE; VERMONT

NTIS PB232048/AS

PROCEDURAL GUIDES FOR ADMINISTRATORS OF PUBLIC SERVICE EMPLOYMENT PROJECTS
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SERVICE DELIVERY SYSTEMS; VERMONT; HANDBOOKS

NTIS PB231851/AS

EMPLOYABILITY BARRIERS OF THE WELFARE/ MANPOWER PRIVATE AND PUBLIC SECTORS: THE VERMONT CLIENT GROUP AND THE ABSORPTIVE CAPACITY OF THE EXPERIENCE

Abbus Alnasrawi, John H. Mabry, and Milton J. Nadworny
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; LABOR MARKET INFORMATION; VERMONT

NTIS PB232078/AS

TRANSPORTATION AS A FACTOR IN THE DELIVERY OF RURAL MANPOWER SERVICES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; COMMUTING; RURAL AREAS; SERVICE DELIVERY SYSTEMS; VERMONT

NTIS PB232177/AS

THE TRANSITION FROM SUBSIDIZED TO NONSUBSIDIZED EMPLOYMENT: THE VERMONT EXPERIENCE

Nancy Cargill Vachon
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRANSITION TO WORK; VERMONT

NTIS PB232278/AS

THE USE OF TRAINING RELATED EXPENSE AND ENRICHMENT MONIES IN PUBLIC SERVICE EMPLOYMENT: THE VERMONT EXPERIENCE

Gordon Gayer, Robert Herdman, Renate Hoinkes, and Frederick T. Lawrence
September 1973

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; TRAINING ALLOWANCES; VERMONT

NTIS PB232211/AS

STUDY OF THE VERMONT MANPOWER EXPERIMENTAL AND DEMONSTRATION PROGRAM, FINAL REPORT

Booz-Allen and Hamilton, Inc.
October 1973

Report Descriptors: ATTITUDES; MOTIVATION; SUPPORTED EMPLOYMENT; SERVICE DELIVERY SYSTEMS; LOW INCOME; WELFARE RECIPIENTS; VERMONT

NTIS PB226776/AS

FINAL REPORT OF THE VERMONT E&D PROJECT

Experimental and Demonstration Manpower Pilot Project Staff
September 1974

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; UPGRADING; LOW INCOME; WELFARE RECIPIENTS; SERVICE DELIVERY SYSTEMS; STATE AND LOCAL GOVERNMENTS; VERMONT

NTIS PB231920/AS
ETA

THE VERMONT SURVEY OF EMPLOYER RECEPTIVITY TO WAGE SUBSIDY PROGRAMS IN THE PRIVATE SECTOR

John R. Cashman and Robert E. Mattson
December 1974

Report Descriptors: EMPLOYER PRACTICES AND POLICIES; EMPLOYMENT POLICY; WAGE SUBSIDIES; PRIVATE INDUSTRY; VERMONT

NTIS PB241221/AS

LONG TERM FOLLOWTHROUGH OF PARTICIPANTS IN THE VERMONT EXPERIMENTAL AND DEMONSTRATION PROJECT

John R. Cashman, and Robert E. Mattson
December 1974

Report Descriptors: SUPPORTED EMPLOYMENT; PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; EFFECTIVENESS OF PROGRAMS; VERMONT

NTIS PB241224/AS

3-141 UTILIZATION OF DISADVANTAGED WORKERS IN PUBLIC PARK AND RECREATION SERVICES

AMERICAN ASSOCIATION FOR HEALTH, PHYSICAL EDUCATION, AND RECREATION
WASHINGTON, D.C.

Donald E. Hawkins

Grant 41-2-003-11
Project completed fiscal year 1974

Descriptors: EMPLOYMENT OPPORTUNITIES; RECREATION AND PARKS; WORK-EXPERIENCE PROGRAMS; DISADVANTAGED; PARAPROFESSIONALS; WORKER UTILIZATION; PUBLIC SERVICE CAREERS; PUBLIC EMPLOYMENT PROGRAMS; RECRUITMENT

The purpose of this exploratory study was to collect and analyze existing information and to formulate researchable questions relative to the utilization of disadvantaged persons in park and recreation jobs. These job opportunities, at both the paraprofessional and entry level, were provided through the work experience and public service career programs.

Primary attention was given to local public park and recreation services operating at city, special district, and county levels. The study was conducted on three levels: (1) An assessment of the state of the art; (2) case study investigations; and (3) a nationwide survey questionnaire. The assessment consisted of a literature search and analysis of studies of labor supply and demand, and of printed materials on labor programs and pending employment and training legislation.

The nationwide questionnaire surveyed the nature and extent of the employment of disadvantaged persons by local park and recreation agencies. Data were received from 559 cities of varying size, and the current employment mix of disadvantaged workers in 21 occupational categories in recreation and parks was analyzed. The survey also reviewed the perceived ways in which park and recreation administrators, local employment and training administrators, and disadvantaged workers feel support programs might be improved.

Findings from various segments of the exploratory study produced both general and specific recommendations, the latter for local park and recreation administrators, local employment and training administrators, and Federal officials. In addition, several consultative meetings held in conjunction with the study produced a separate set of recommendations directed at the conduct of needed research related to some phases of recruitment, selection, placement, and retention of disadvantaged persons in the park and recreation field.
September 1973

NTIS PB231872/AS
Also available from American Association for Health, Physical Education, and Recreation, 1201-16th St. N.W., Washington, D.C. 20036 or National Recreation and Park Association, 1601 North Kent Street, Arlington, Va. 22209.

3-142 ALTERNATIVE FORMS OF PUBLIC SERVICE EMPLOYMENT

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Robert A. Gordon and Lloyd Ulman

Contract 81-06-72-01
Project completed fiscal year 1974

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; ECONOMIC ANALYSIS AND ECONOMETRICS; COST EFFECTIVENESS; UNEMPLOYMENT/INFLATION TRADEOFF

The objectives of the study were the following: (1) To assess the role of public service employment in the overall effort to aid the poor; (2) to determine and evaluate the costs and benefits of various types of public service employment programs (PSEP) within the broader context mentioned above. (There are two major questions here: First, should a PSEP offer career jobs with promotion and training opportunities or temporary jobs designed to provide a short-run source of income while the participant seeks a private sector job? Second, what sorts of output and production techniques are appropriate, given social priorities on the one hand and skills and work experience of the target population on the other?) Other objectives were to determine the effects which the availability of public service jobs would have on the private sector of the economy and to assess the effect PSEP could have on the inflation/unemployment tradeoff.

A research seminar consisting of the principal investigators and graduate students was organized and met throughout the contract period to discuss large-scale Federal PSEP. Research procedures included: (1) A survey of the relevant literature; (2) econometric estimation of labor response functions under variously specified programs; and (3) a theoretical analysis of the implications of PSEP for the inflation/unemployment tradeoff. A set of recommendations for the design of a PSEP was based on the results of this research.

The researchers found that in San Francisco and Oakland, public service employment could be expanded 10 to 15 percent in low-skilled categories without severe disruption or costly additional inputs. Flaws in existing labor supply studies compromise their use in assessing impact on the private sector of large-scale public service employment. A newly formulated labor supply model supports the conclusion that public service employment will not produce serious dislocations in the private sector. A further finding is that better quality jobs reduce recidivism rates of parolees.

The major recommendations coming from the study were that public service employment should be expanded and the Federal minimum wage should be increased and its coverage extended.

Reports listed below are available from the Institute of Industrial Relations, University of California, Berkeley, Calif. 94720.

3-142A THE EFFECT OF LEGITIMATE OPPORTUNITIES ON THE PROBABILITY OF PAROLEE RECIDIVISM

Descriptors: JOB SATISFACTION; GOVERNMENT POLICIES; LITERATURE REVIEW; REHABILITATION; CORRECTIONS; PUBLIC EMPLOYMENT PROGRAMS

The purpose of this study was to determine whether improving the quality of job opportunities available to parolees affects recidivism.

The research method included an analysis of a sample of 325 parolees in Massachusetts penitentiaries to determine the effect of job satisfaction on recidivism. Further research was conducted in the form of a literature review.

The results of the study showed that parolees who find satisfactory jobs are less likely to recidivate.

The study recommended expanding the public employment program to include parolees and making better quality jobs available to them.

Philip Cook
October 1973

NTIS PB224441/AS

3-142B THE DESIGN OF A FEDERAL EMPLOYMENT PROGRAM IN A STRATEGY TO RAISE LOW EARNINGS

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; POVERTY; CIVIL SERVICE SYSTEM; LOW INCOME; JOB CREATION

The objectives of this study were to devise a strategy to raise low earnings and to redesign and improve the Federal public employment program.

Research consisted of an examination of alternative approaches to raising low earnings.

The study found that an employment incentive program of public employment and increased and expanded Federal minimum wages would represent an improvement in existing Federal programs to raise low earnings.

Lawrence S. Seidman
November 1973

NTIS PB236192/AS

3-142C PUBLIC SERVICE EMPLOYMENT AND THE SUPPLY OF LABOR TO THE PRIVATE SECTOR

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; LABOR SUPPLY; PRIVATE INDUSTRY; CALIFORNIA, OAKLAND; CALIFORNIA, SAN FRANCISCO

This study aimed at estimating the effect of expanded public service employment on the supply of labor to the private sector.

The project formulated a labor supply model which eliminated the flaws of existing studies by using data from the Survey of Economic Opportunity to estimate the parameters of this model for several demographic subgroups.

The study found that a substantial wage elasticity of supply existed for virtually every subgroup. In addition, the researcher concluded that expanded public service employment would not produce serious dislocations in private labor markets.

Robert H. Frank
November 1973

NTIS PB224453/AS

3-142D AN EXPANDED PUBLIC SERVICE EMPLOYMENT PROGRAM: SOME SUPPLY AND DEMAND CONSIDERATIONS

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; SUPPORTED EMPLOYMENT; JOB ANALYSIS; STATE AND LOCAL GOVERNMENTS; CIVIL SERVICE SYSTEM; LOW-LEVEL OCCUPATIONS; LABOR DEMAND; LABOR SUPPLY; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, OAKLAND

The objective of the study was to examine the impact of an expanded public employment program for low-skilled workers.

The project constructed a profile of workers in large American cities earning less than $4,500 in 1966; described jobs provided by city government in San Francisco and Oakland, Calif.; and discussed the feasibility of creating "useful" city employment.

The researchers found that public service employment in Oakland and San Francisco could be expanded 10-15 percent in low-skilled categories without severe disruption, costly additional inputs or "make work."

Frank S. Levy and Michael L. Wiseman
November 1973

NTIS PB224388/AS

3-142E THE INFLATIONARY EFFECTS OF PUBLIC SERVICE EMPLOYMENT

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EARNINGS; JOB ANALYSIS; INFLATION; STATE AND LOCAL GOVERNMENTS; ECONOMIC FORECASTING; CIVIL SERVICE SYSTEM; PUBLIC EMPLOYMENT PROGRAMS; CALIFORNIA, OAKLAND; CALIFORNIA, SAN FRANCISCO

The focus of this study was to examine the ability of local governments to expand the employment of low-skilled workers by defining and estimating feasible expansion of useful city employment.

This project used a carefully constructed labor supply model to gauge the inflationary potential of public service employment expansions. The investigators employed Survey of Economic Opportunity data from 12 large SMSA's in conjunction with their model, in support of a challenge to the conventional position that wage inflationary pressures will be minimized if public service employment expenditures are distributed geographically in accordance with unemployment rates.

The findings of the study were that any program which alters the compostion of employment in favor of low-wage, high-unemployment labor force groups is anti-inflationary in the sense of causing a lower rate of wage inflation to be associated with a given unemployment rate.

An expenditure distribution formula based on population size is recommended as least inflationary.

Philip Cook and Robert H. Frank
November 1973

NTIS PB224442/AS

3-143 TRANSITIONAL EMPLOYMENT: A MANPOWER TOOL FOR STATE AND LOCAL GOVERNMENTS

NATIONAL CIVIL SERVICE LEAGUE SUBCONTRACT TO CENTER FOR GOVERNMENT STUDIES
WASHINGTON, D.C.
AND
NATIONAL CIVIL SERVICE LEAGUE SUBCONTRACT TO CENTER FOR GOVERNMENT STUDIES

Jean L. Couturier

Grant 92-11-72-13
Project completed fiscal year 1973

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WELFARE REFORM

This project studied efforts by local jurisdictions to move employees from subsidized jobs in the Public Employment Program (PEP) to regular employment in public or private jobs, as required by the Emergency Employment Act (EEA). Developmental assistance was provided to 12 to 18 jurisdictions operating PEP programs as they undertook their transition activities. In these and other jurisdictions, the practices and problems encountered were analyzed to develop guidelines for accomplishing effective transitions in varying circumstances under both EEA and other legislation providing for public employment, particularly welfare reform measures which were then pending.

Martin Head and Richard Schick
1972

3-144 THE IMPACT OF EMPLOYEE UNIONS ON THE PUBLIC EMPLOYMENT PROGRAM (PEP)

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

J. Joseph Loewenberg, Richard D. Leone, Karen S. Koziara, and Edward C. Koziara.

Grant 92-42-72-17
Project completed fiscal year 1973

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; UNIONS; STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; UNION IMPACT

This study examined eight PEP projects to determine the nature and extent of union involvement and the effects of such involvement on the implementation of the Public Employment Program.

It was discovered that unions were involved in the program from the outset. Although their involvement became more active in the implementation of individual PEP projects, no standard pattern of union concern and action emerged. Most often unions were concerned about possible preferential treatment of PEP participants at the expense of regular employees. Such concern arose if the unions felt that: (1) PEP hirees were substituting for regular workers; (2) PEP jobs at above-entry levels deprived regular workers of promotion opportunities: (3) normal hiring standards were waived for PEP participants; or (4) PEP workers were retained while regular employees were laid off for lack of work.

In most of the cases studied the unions did not have a significant effect in the first year of the project, nor did the introduction of PEP appear to alter the power bases in labor-management relations.

NTIS PB220855/AS
Also available from ERIC—ED 080752.

3-145 Public Service Jobs and Transitional Employment: An Analysis of the Vermont Experimental and Demonstration Project

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

James A. Craft

Grant 92-42-72-29
Project completed fiscal year 1974

Descriptors: SUPPORTED EMPLOYMENT; UPGRADING; PUBLIC EMPLOYMENT PROGRAMS; LOW INCOME; WELFARE RECIPIENTS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; EFFECTIVENESS OF PROGRAMS; VERMONT

This project analyzed the experience of an experimentation and demonstration (E&D) project in Vermont which provided subsidized public service employment with high levels of support services to welfare recipients and other low-income persons. (See 82-48-70-30.)

The analysis is based on data collected on the first 500 of some 650 participants in the E&D project. Data were collected on clients' previous employment and welfare experience, their experience while in subsidized jobs, and their employment and welfare status 30, 90, and 180 days after the subsidy ended. In performing this analysis, the researcher developed a new rigorous concept of transition.

Analysis of the data indicated a relatively high transition rate for clients in the E&D project; good job retention and welfare reduction results were found. The project was most effective for clients who had better previous work histories and less time on welfare.

These findings led the researcher to recommend that subsidized public service employment programs, based on the Vermont model, be continued as a basic tool in employment and training programing for low-income unemployed persons and welfare recipients. He also recommended that such programs be more selectively focused on those most likely to benefit from them.

February 1974

NTIS PB236183/AS

3-146 Transitional Employment Experimental Model (TEEM)

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Richard A. Bernheimer

Grant 21-06-73-06
Project completed fiscal year 1976

Descriptors: STATE AND LOCAL GOVERNMENTS; EMPLOYMENT; HANDICAPPED; UPGRADING; PERSONNEL DEVELOPMENT; CALIFORNIA

The objectives of this project were to explore and demonstrate the feasibility of a public-based employer acting as a first-resort employer for the disadvantaged and providing a transitional training and supportive service program during the initial period of employment.

Newly hired disadvantaged persons were prepared for part-time or full-time employment elsewhere in the public and/or private sector and hired by participating agencies on a full-time basis after having demonstrated mastery of job duties in the transitional assignment. The contractor arranged through the California Human Resources Division and other State and local agencies to develop and test the transition models.

December 1975

NTIS PB253125/AS

3-147 Counter-Recessionary Public Employment

UNIVERSITY OF CALIFORNIA, INSTITUTE OF INDUSTRIAL RELATIONS
BERKELEY, CALIF.

Michael L. Wiseman

Grant 21-06-76-17
Project still in progress

Descriptors: IMPACT OF EMPLOYMENT AND TRAINING POLICIES; PUBLIC EMPLOYMENT PROGRAMS; SIMULATION; UNEMPLOYMENT; CETA PROGRAMS; UNEMPLOYMENT/INFLATION TRADEOFF

This study is investigating the extent to which public employment programs are a useful complement to other tools of fiscal policy in combating high levels of unemployment. It is concerned with the employment effects and flexibility of such programs and with their distributional impact, particularly their ability to affect specific target groups or areas.

The final report will include three papers. One, "Evaluating the CETA Public Service Employment Program," has already been published by the Assistant Secretary of Labor for Policy, Evaluation, and Research in *Conference Report on Evaluation the 1977 Economic Stimulus Package.* It summarizes the Department of Labor evaluating program for CETA public service employment programs. The paper distinguishes between evaluations aimed at verifying assumptions upon which public service employment policy is based and evaluations aimed at improving the congruence between what public service employment programs are and what theory says they should be.

A second paper, "The Age of Cities, the Employment Effects of Business Cycles, and Public Service Employment," will develop a model of ways in which business cycles differentially affect cities. The paper, being written by Dr. Wiseman and Prof. Pravin Varaiya of the Berkeley Economics Department, argues that recessions have profound and, in large part, irreversible effects on urban employment structures. These effects make disentanglement of certain cities from public service employment programs extremely difficult. In addition to analyzing data on 30 metropolitan areas for 1954-76, the paper will include a discussion of the intercity distribution of CETA public service employment jobs in 1975.

A third paper, "CETA in San Francisco," will cover the implementation of CETA public service employment programs

in that city. In it, the author develops his own data file for CETA participants and discusses the interaction of CETA money with San Francisco city finances. The paper is an update on earlier work on the Public Employment Program and will include data on the distribution of San Francisco CETA participants by date of program entry and a detailed analysis of the differences in characteristics between regular city public service employment jobholders and project participants in nonprofit organizations. The report will argue that nonprofit organizations have not reached the poor.

3-148 MINNESOTA WORK EQUITY PROGRAM

EMPLOYMENT AND TRAINING ADMINISTRATION, REGION V
CHICAGO, ILL.

Richard E. Palmore

Contracts 51-17-77-06 and 20-17-77-42
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and the social and economic effectiveness of a new service system that is providing guaranteed work or training as an alternative to income transfer programs. More specifically, it is testing the feasibility of large-scale public job creation, a uniform work requirement for several income transfer programs, and comparative costs of WEP and income transfer programs. All of these are directly relevant to welfare reform proposals.

Participants in WEP are employable persons drawn from the AFDC (including unemployed fathers) and general assistance populations, with first priority being given to families with children. Participants are receiving the full array of employment and training services, from initial testing, counseling, and employability plan development through training and public job creation, to job development and placement in nonsubsidized jobs. It is estimated that 50 percent of the participants will be placed in public job slots that are being newly created at or near the minimum wage, about 25 percent in on-the-job training slots, 15 percent in classroom training, and 10 percent in nonsubsidized jobs. Special intensive job search efforts are being required of participants at the beginning of their project participation, and periodically during their stay in the project, with the aim of securing nonsubsidized employment as expeditiously as possible.

The project is under the general direction of the Minnesota Employment Service, with the close cooperation of the Department of Public Welfare and the St. Paul Division of Manpower Programs. It is being operated in St. Paul and a number of counties in southern and central Minnesota. It is estimated that up to 4,000 persons will be served during the first year of operation.

Research on the program's processes and impacts is being performed under separate contract with an independent research firm (see Contract 20-25-77-15).

3-149 YOUTH SERVING THE COMMUNITY: REALISTIC PUBLIC SERVICE ROLES FOR YOUNG WORKERS

THE NATIONAL CHILD LABOR COMMITTEE
NEW YORK, N.Y.

Seymour Lesh

Grant 21-36-77-12
Project completed fiscal year 1978

Descriptors: GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; PUBLIC EMPLOYMENT PROGRAMS; YOUTH; JOB CREATION; MONOGRAPHS

This project produced a monograph on public service jobs projects that are particularly suitable or can be adapted for youth. The monograph can be a guide for prime sponsors and other program operators in conceiving, planning, developing, and implementing their own projects.

It used information from an extensive review of pertinent literature and from consultations with appropriate agencies, organizations, local officials, and other knowledgeable individuals and reflects recent efforts of public and private agencies. The monograph identifies and discusses some key problems and considerations involved in public service jobs projects for youth. It includes topics such as identifying community needs, staffing projects, and project goals, objectives, and components. Project descriptions are organized by major activity areas (e.g. housing, environment, public safety, social services). Each activity area includes information such as the need and potential for projects, likely barriers and how to cope with them, costs and funding, and organizations and groups that should be involved in the support, planning, and operation of projects. Descriptions of specific, illustrative projects follow each activity area discussion.

Seymour Lesh, Jeffrey Newman, Killian Jordan, and Charlotte Cash
March 1978
ETA R&D MONOGRAPH NO. 62

3-150 RESEARCH ON THE MINNESOTA WORK EQUITY PROGRAM

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Clark C. Abt

Contract 20-25-77-15
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; INCOME MAINTENANCE; WORK EQUITY PROGRAM (WEP); MINNESOTA

The Minnesota Work Equity Program (WEP) is testing the operational feasibility and effectiveness of a new service delivery system providing guaranteed work or training as an alternative to income transfer programs. Other programmatic approaches relevant to welfare reform are also being tested (see Memorandum of Agreement nos. B20-17-77-42 and B51-17-77-06).

The objective of this research project is to document the feasibility and effectiveness of WEP, through the development and implementation of a comprehensive research design, as a basis on which to make decisions regarding new legislation or national replication. The research design includes both process and impact evaluation, as well as cost-benefit analysis, and information is being gathered for appropriate comparison sites as well as for the operational sites.

The research is addressing eight major policy questions:

(1) Is it feasible to create public jobs at or near the minimum wage on a scale sufficient to assure a suitable job to all families with children, and possibly for other transfer recipients, too?

(2) Can work/training requirements be administered uniformly across mandatory referrals from several transfer programs?

(3) Is the consolidated administrative structure for the Minnesota program an appropriate model for national welfare reform?

(4) What is the impact of the WEP on participants while they are in the program?

(5) What are the local labor market impacts of the WEP?

(6) What is the postprogram impact on WEP participants?

(7) What are the comparative costs of the WEP versus straight income transfers?

(8) Is the WEP politically feasible?

WORK-CONDITIONED WELFARE REFORM: TEN DEMONSTRATION PROGRAMS TESTING JOB CREATION AND WORK INCENTIVES

Clark C. Abt, David W. Stevens, and Ernst W. Stromsdorfer
July 1977

NTIS PB283213/AS

INTERIM START-UP REPORT FOR THE MINNESOTA WORK EQUITY PROGRAM

Charles S. Rodgers, M. G. Trend, Jane Huston, and James Goldberg
June 1978

NTIS PB283166/AS

3-151 Assessing the Feasibility of Large-Scale Countercyclical Public Job Creation

THE URBAN INSTITUTE
WASHINGTON, D.C.

Lee Bawden

Contract 20-11-77-18
Project completed fiscal year 1978

Descriptors: FEASIBILITY STUDY; JOB CREATION; PUBLIC EMPLOYMENT PROGRAMS; MONOGRAPHS

The major objective of this study was to identify useful public work activities and assess their feasibility and potential for large-scale expansion to provide jobs for large numbers of unemployed persons. The central issue of how many activities could be undertaken was examined.

The researchers drew heavily upon public service employment program experience under the Emergency Employment Act and CETA. They conducted an extensive search of the literature and, through correspondence and meetings, elicited the ideas and opinions of government (Federal, State, and local) officials, representatives of national organizations, labor unions, private employers, and other knowledgeable individuals. A series of papers that present the more technical details of this study was also developed.

In addition to identifying 233 meaningful job-creation activities in 21 program areas, this study presented information on the skill-mix, labor intensity, and job-creation potential of these activities and associated costs. This list of activities, together with the summary of their characteristics, should provide valuable guidance to prime sponsors and other program administrators. The largest number of activities were in the following program areas: Public works (37), environmental quality (31), education (27), social services (27), and criminal justice (24). Estimates developed for 115 of the 233 activities indicated that the 115 activities could generate about 3 million jobs directly in projects undertaken. That number would be increased by direct, indirect, and induced employment effects. Other topics discussed and analyzed include establishing priorities among activity areas, the supply of skills available for newly created public jobs, potential skill imbalances, and administrative and operational issues that serve as barriers to the expansion of public service jobs programs. Findings and conclusions were discussed in terms of their policy implications, and recommendations were made for possible structural and countercyclical large-scale public job creation programs.

Alan Fechter, Herbert Rubenstein; Harold L. Sheppard et al.
June 1978
ETA R&D MONOGRAPH NO. 67

3-152 Study of Eligible Population Participants in Nonsustaining Public Service Employment

WESTAT, INC.
ROCKVILLE, MD.

John Herzog

Contract 20-24-77-44
Project still in progress

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; JOB PLACEMENT; JOB APPLICANTS; CETA PROGRAMS

The primary purpose of this study is to identify any problems CETA prime sponsors may have in reaching a sufficient number of eligible applicants and keeping an adequate pool of applicants for public service employment projects funded under title VI of CETA. To do so, project staff are interviewing representatives of selected prime sponsors, the employment service, and other participating agencies in the same jurisdictions in order to understand the process of creating, tapping, and replenishing pools of eligible applicants. The staff will then interview a national sample of potentially eligible people to identify why they do not participate in the program, and the resulting outcomes.

The study is concentrating on five groups—unemployment insurance (UI) recipients, UI exhaustees, unemployed people ineligible for UI, Work Incentive Program registrants, and unemployed veterans. An additional objective is to find out what happens to people who are judged eligible for PSE but do not get jobs.

3-153 Public Service Employment—A Case Study of Selected Rural Areas in the South

NEW YORK STATE SCHOOL OF INDUSTRIAL RELATIONS, CORNELL UNIVERSITY
ITHACA, N.Y.

Vernon M. Briggs, Jr.

Grant 21-36-78-37
Project still in progress

Descriptors: RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; UNEMPLOYMENT; OLDER WORKERS; DEPRESSED AREAS; SOUTHERN STATES

The purpose of this project is to examine the administration, organization, and effectiveness of public service employment (PSE) programs in selected labor market areas of the rural South. It will also determine to what extent political, social, and economic structures in rural areas may encourage or inhibit the operation of PSE programs.

Data will be gathered from balance-of-State prime sponsors in three Southern States. Three rural counties within these States will be selected for intensive personal interviews with public officials and administrators of public agencies that may utilize PSE participants. In addition, selected household data already collected for an earlier study will be recompiled to construct a profile of the economic and personal characteristics of potential PSE participants. Secondary data from the Bureau of the Census, the Bureau of Labor Statistics, and additional sources will supplement the primary data.

3-154 The Selection and Work Group Integration of Unemployed Mexican Americans into CETA Public Service Employment: A Case Study

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Sammy B. Gould and Larry E. Penley

Grant 21-48-78-65
Project still in progress

Descriptors: MEXICAN AMERICANS; PUBLIC EMPLOYMENT PROGRAMS; EMPLOYER PRACTICES AND POLICIES

This study will focus on the dynamics of the hiring and work group integration of Mexican Americans in CETA public service employment situations. The researchers will try to determine how the personal characteristics of applicants, supervisors, and coworkers are related to the initial hiring of minority or nonminority applicants and to the applicants' subsequent integration into their work groups and transition to unsubsidized employment. The study will also explore how the following factors may affect the employment experience of Mexican Americans: (1) Interview process; (2) work group integration; (3) cultural values; (4) work ethic; (5) characteristics of the work group, job, and supervisors; (6) expectations; and (7) background variables.

3H. TAILORING PROGRAMS TO TRAINEES' SPECIAL NEEDS

3H 1. THE DISADVANTAGED

3-155 A Study of the Effects of Pre-Vocational Training and Family Service Counseling on the Long-Term Unemployed

CITY OF PHILADELPHIA
PHILADELPHIA, PA.

Richard L. Olanoff

Contract MDTA 14-64
Project completed fiscal year 1969

Descriptors: HARDCORE; MEN; PREVOCATIONAL TRAINING; COUNSELING AND GUIDANCE; MDTA TRAINING PROGRAMS; PREDICTION OF SUCCESS IN PROGRAMS; PENNSYLVANIA, PHILADELPHIA

This study sought to determine whether the trainability and employment prospects of long-term unemployed men could be improved by a program of prevocational training, either singly or in combination with social casework counseling. The 10-week program included evaluation (work sample—described in contract 82-40-67-40— and psychological tests), training in adjusting to progressively demanding supervision while performing production tasks, and, for those in the counseling group, interviews with a social caseworker.

A sample of 546 long-term unemployed male residents of Philadelphia, 19 years and older, who agreed to participate in the study were assigned to two experimental and two control groups and a "normal" group. However, because of project difficulties, comparisons could be made only within the experimental groups.

Those who finished the experimental programs were more likely than those who did not to be offered, accept, and finish training under the Manpower Development and Training Act (MDTA). However, the completers had no significant advantage in either employment or earnings 6 months later. The researchers felt that a continuation of supportive services, especially counseling, might have preserved the gains from work adjustment and MDTA training. They also called for better orientation on the objectives of social casework counseling, which was rated as not helpful by two-fifths of those who received it.

Evaluations by psychologists of the subjects' work capacity were found useful in predicting MDTA training performance and subsequent employment. The researchers therefore urged further development of a diagnostic testing system to facilitate assignment to programs suited to the individual's needs.
1969

NTIS PB183758/AS

3-156 Validation of a Physiological Test of Aptitude for Learning Social Motives

THE LAFAYETTE CLINIC
DETROIT, MICH.

Albert F. Ax

Contract 81-24-66-14
Project completed fiscal year 1966

Descriptors: MOTIVATION; MDTA TRAINING PROGRAMS

This study was based on two assumptions: (1) That an individual learns a hierarchy of motives, that is, largely unconscious systems enabling the selection of alternative behavior, especially the postponement of immediate gratification in deference to longterm goals; and (2) that this learning of the hierarchy of motives requires aptitudes which are widely distributed in the population. The study tested the following hypotheses: (1) That individuals who fail to achieve when sufficient opportunity is available and who do not suffer serious impairment are likely to be deficient in the aptitudes essential for learning motivation; and (2) that these aptitudes can be measured by a discriminative learning task which requires a differential autonomic response.

Sixty-three black subjects were classified into two higher and lower motivation groups based on interview data and the ratings of vocational retraining school teachers. The subjects were given psychological tests, interspersed with exposure to experimental physiological manipulations.

Study findings indicated the test results, in combination, classified 90.5 percent of the subjects into their correct criterion groups (higher or lower motivation). The investigator concluded that both working hypotheses were strongly confirmed and that the two fundamental assumptions were supported.
1966

NTIS PB182086/AS
ETA

3-157 Jobs, Education, and Training: Research of a Project Combining On-The-Job and Literacy Training for the Disadvantaged, Phase I

THE STATE UNIVERSITY OF NEW YORK
BUFFALO, N.Y.

John E. Drotning, David B. Lipsky, and Myron D. Fottler

Contracts 82-34-67-16, 41-8-005-34, and 41-9-002-34
Project completed fiscal year 1972

Descriptors: JOBS, EDUCATION AND TRAINING (JET); ON-THE-JOB TRAINING (OJT); DISADVANTAGED; TRAINING EFFECTIVENESS AND IMPACT; EMPLOYER ATTITUDES; NEW YORK, BUFFALO

In the feasibility phase of this study, the contractor developed and tested a research design for analyzing the effectiveness of Jobs, Education, and Training (JET), an on-the-job training program for disadvantaged workers conducted in Buffalo from 1966 to 1970. (The program received some early financial support under contract 82-34-67-16.)

In the full-scale study, the principal measures of the program's success were derived from 700 interviews with trainees, coworkers, employers, and union leaders to ascertain their attitudes and opinions about various features of the program. Statistics were also obtained from program records on trainee characteristics and performance, different phases of operations (for example, recruitment and placement), and participating employers.

Among the findings were: (1) There was a significantly higher probability of success for those not receiving public assistance; (2) participating employers were usually large manufacturing firms; (3) the most important reason for employer reluctance to participate in training was unwillingness to make special arrangements for trainee tutoring; (4) the highest

trainee retention rate was among large, unionized, high-wage companies; and (5) small firms would be more likely to participate if there were a central agency for recruiting. Recommendations in line with these findings were made.

JOBS, EDUCATION, AND TRAINING: RESEARCH OF A PROJECT COMBINING ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED, PHASE I
1969

NTIS PB183331/AS

JOBS, EDUCATION, AND TRAINING: RESEARCH OF A PROJECT COMBINING ON-THE-JOB AND LITERACY TRAINING FOR THE DISADVANTAGED FINAL REPORT
April 1972

NTIS PB211181/AS

3-158 A Study of Impact and Effectiveness of the Comprehensive Manpower Project of Cleveland (AIM-JOBS)

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Melvin E. Allerhand, Frank Friedlander, James E. Malone, Herman Medow, and Marvin Rosenberg

Contract 41-7-002-37
Project completed fiscal year 1970

Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; EFFECTIVENESS OF PROGRAMS; WORK ATTITUDES; JOB RETENTION; INNER-CITY RESIDENTS; EMPLOYER ATTITUDES; OHIO, CLEVELAND

This study examined AIM-JOBS, the first Concentrated Employment Program (CEP), established in Cleveland in 1967. This CEP had the goal of "...placing securely in permanent jobs at least 2,000 disadvantaged residents of inner city poverty areas..."—a goal which reportedly was surpassed within 1 year. The researchers evaluated the program's effectiveness during its first 16 months and studied its influence on participating companies. They gathered data on worker participants at the beginning of orientation, at its finish, and 6 months after participants began to work. Information was also gathered from the staff of the coaching and job development departments, from the project's governing board, and from a 20-percent sample of participating employers.

No significant changes were found in work-related attitudes and behavior as a result of the 2-week orientation program or as a result of placement and work experience. In general, neither the initial attitudes nor the biographic/demographic characteristics examined were found to predict job success as measured by supervisors' evaluation or job retention. Supervisors rated the participants as being on a par with other employees in competence, effort, and sociability, but less reliable. The stability of an employee or trainee was found to be inversely related to the duration of his unemployment before enrollment in the program.

Most employees felt that the work climate was very bad: the supervisors viewed the same situation as supportive. Some workers reacted to this situation through absenteeism and tardiness; the more reliable ones through early separation from the job. Only 18 percent of the participants remained on jobs for an uninterrupted period of 6 months or longer, and another 29 percent stayed this long in either training or a combination of training and work. In the New Careers part of the program in public agencies, more than 90 percent of the participants were retained for at least 6 months.

As in other studies, the researchers found that relatively few employers were participating in the program; the majority of those that were participating had hired four or fewer participants. They hired if they had an opening; no attempts were made to create new positions for AIM participants. Fifty-five percent established no new procedures or policies because of the AIM program. Companies with high retention rates tended to change their policies much more than companies with low rates.

Employers viewed continued cooperation with AIM almost exclusively in terms of their own labor needs and not in terms of preparing unskilled people for jobs.

On a group basis, AIM workers were rated favorably by employers on work habits, attitudes, and quality of work and less favorably on preparation.

There have been a number of changes in the program since the study, but some of its implications still have significance for the current emphasis on job retention and upgrading.

The researchers believed that more intensive followup, high-quality training, and creative job development are essential to high retention rates.

Critical factors in high-retention companies in the study were: Entry level wages of at least $2.40 an hour, medium-size company (101-500 employees), supportive work climate, low expectations by the employer, and a low normal turnover rate.

In the Cleveland project, the authors found, the major emphasis on meeting the job placement quota led to a program strategy of changing the participants to fit available jobs and being oversolicitous of employers (who did not seem to be viewed by staff as part of the program.)

They also recommended moving orientation and training from the staff headquarters to the companies. They suggested, to be more specific, that sessions between the supervisor and groups of new workers could be helpful; i.e., exploration of differences in opinion about the degrees to which the job climate is supportive and problems of reliability.

VOL.I: SUMMARY
1970

NTIS PB190037/AS

VOL. II: TECHNICAL REPORT
1970

NTIS PB190038/AS

VOL. III: APPENDICES
1970

NTIS PB190039/AS

3-159 Skill Escalation and Employment Development: Project SEED

BUSINESS AND INDUSTRIAL COORDINATING COUNCIL (BICC)
NEWARK, N.J.

Contract 82-32-67-31
Project completed fiscal year 1971

Descriptors: INNER-CITY RESIDENTS; VOCATIONAL TRAINING; PREVOCATIONAL TRAINING; INDUSTRY PRACTICES; METALWORKING INDUSTRY; ASSESSMENT OF APPLICANTS AND TRAINEES; BASIC EDUCATION

From ghetto recruiting to job placement followup, Project SEED was centrally planned, organized, and carried out by a cooperating group of local businessmen, civil rights leaders, and labor union representatives, organized into BICC. A skill escalation center provided short intensive training for metal trades along with remedial education. Part-time prevocational programs for a variety of occupations were sponsored and funded by business and industry and took place on company premises. Any applicant was accepted unless he had serious psychological problems. Arithmetic and English were scaled to the needs of the trainees, who averaged 22 years of age and a 6th-grade education level. All SEED programs stressed self-motivation, self-worth, and employment orientation, and through these elements they were able to counteract much of the trainees' disbelief and hopelessness.

The SEED experience led its sponsors to conclude that: (1) "Unemployables" can be trained in short intensive periods for entry-level jobs; (2) standard, traditional tests are not meaningful for the disadvantaged and do not predict employment suc-

cess; (3) industry will become involved if the training meets their approval and needs; and (4) a job must be available at the end of the training.
1971

NTIS PB199766/AS

3-160 Turnover and Training: A Social-Psychological Study of Disadvantaged Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert L. Kahn and Robert Quinn

Contract 41-8-002-24
Project completed fiscal year 1971

Descriptors: WORK ATTITUDES; ON-THE-JOB TRAINING (OJT); JOB RETENTION; ENTRY-LEVEL EMPLOYEE PROBLEMS

This study compared the experience of two groups of disadvantaged workers employed by a multiplant manufacturing company in a northern metropolitan area: Trainees who participated in a federally supported vestibule training program for several weeks before being assigned to entry-level jobs and direct hires who were assigned to comparable jobs without vestibule training. Both groups were composed mainly of young black men with about 10 years of schooling who had been "hardcore unemployed." The principal study data were obtained by personal interviews, focusing on attitudes toward the training program and/or job and toward work in general, measures of self-confidence and personal efficacy, and beliefs concerning racial matters.

The termination experiences of the two groups indicated that the vestibule training had no effect on job retention. Factors differentiating between relatively long and short tenure groups included difficulty in getting relieved of disliked assignments, excessive rotation among work stations, conflicting demands of supervisors, boring or otherwise unpleasant tasks, and shiftwork. Demographic and background characteristics were far more apt to distinguish between the two tenure groups than were personality variables.

Characteristics of the training program were found to be virtually unrelated to turnover. However, the program appeared to have at least modest effects on job and job-related attitudes. The most notable changes involved attitude toward time, the intrinsic importance attributed to work, and feelings of personal efficacy regarding achievement. Participation in training may also have heightened trainees' preferences for jobs permitting a high degree of autonomy.

The researchers drew qualified inferences about what features of the training program may have limited achievement of its overall purpose. These conjectures include such points as ambiguity of goals, unrealistic training objectives, restrictions imposed by training contract provisions, excessively large enrollment, limited expertise, and discontinuities between training and work situations. They also questioned whether any training program could markedly reduce turnover among disadvantaged workers, since turnover depended largely on features of the jobs and fairly fixed characteristics of trainees' backgrounds. If this view was substantially correct, the attack on problems of the disadvantaged should shift toward various strategies to modify the character of jobs and the work environment in order to meet the distinctive needs of these workers.
1971

NTIS PB194775/AS

3-161 Recruiting, Placing, and Retaining the Hard-to-Employ: A Study of Factors Influencing the Retention of Participants in a Concentrated Employment Program and in Their Subsequent Employment

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Morgan V. Lewis, Elchanan Cohn, and David N. Hughes

Contract 41-8-004-40
Project completed fiscal year 1972

Descriptors: RECRUITMENT; JOB PLACEMENT; RETENTION OF TRAINEES; CONCENTRATED EMPLOYMENT PROGRAM; UNSKILLED WORKERS; EFFECTIVENESS OF PROGRAMS; OHIO, COLUMBUS

This study concerned the Concentrated Employment Program (CEP) in Columbus, Ohio, in the autumn of 1968, when it had just begun operation. The research sought to determine why potential enrollees did not become actively involved in the CEP and why some enrollees dropped out before completion; and to find out how CEP participants developed after they left the program.

Interviews were conducted with 599 persons (all black and mostly males): 295 completers who were placed in jobs (either after a week's prevocational orientation program or immediately) or in training; 93 dropouts who withdrew during either orientation or training; and 211 potential enrollees who expressed interest in but never visited the CEP or who visited CEP but never attended classes or were never placed in jobs. Completers and dropouts represented 78 percent of those terminated by the CEP during the study period.

The researchers found that most of those interviewed were unemployed because they were unwilling to take the low-paying, dead-end jobs that were readily available to them, not because they were discouraged or alienated. Potential enrollees who never entered the program were pessimistic about the CEP's ability to offer them jobs that were better than those they could get on their own. Dropouts left when the program was slow in providing jobs or training, even though they were uncertain as to what they wanted, other than a "good job," as defined by wage rates. Still, CEP did provide fairly stable jobs to a significant proportion of its participants. At the time of followup, 9 to 10 months after they left the program, 37 percent of those placed were still working in those jobs.

Since those who were unemployed were unwilling to take the kinds of jobs available to them, the researchers recommended that employment and training programs concentrate their efforts on improving the quality of jobs that they can offer.
October 1971

NTIS PB204600/AS

3-162 Low-Income Labor Markets and Urban Manpower Programs: A Critical Assessment

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Penny H. Feldman, David M. Gordon, Michael Reich, and Peter B. Doeringer

Grants 91-23-68-06 and 91-23-68-50
Project completed fiscal year 1969

Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; INNER-CITY RESIDENTS; EFFECTIVENESS OF PROGRAMS; MASSACHUSETTS, BOSTON

This project was planned as a descriptive appraisal of Boston's Concentrated Employment Program (CEP). Using data on file at the local CEP operating agency, the researchers

studied a sample of 450 applicants for employment between September 1967 and March 1968—roughly the second 6 months of operation. They also interviewed agency staff members, program subcontractors, collaborating government agencies, and private organizations.

The researchers could not reconcile their analysis of the data with the philosophy of ghetto labor market dynamics which underlies the CEP. The CEP assumes that services to overcome ghetto residents' employment handicaps, such as inadequate education or training, will increase the individuals' productivity and enable them to compete effectively in the labor market. However, the CEP applicants studied were not perpetually unemployed and unemployable; a number of them had reasonably adequate education and skill training. Their principal problem seemed to be employment instability—frequent job changes and movements into and out of the labor force—as they voluntarily left the low-paying, menial jobs typically available to them. Furthermore, persons referred to jobs by CEP neither obtained nor retained significantly better jobs than a control group. Hence, the researchers concluded that a measure of employment instability would be a better index of need than the deficiency of skills and education.

To explain the types of jobs available, individual members of the research team suggested different theories of low-wage urban labor markets: (1) That labor demand falls into primary and secondary segments, the latter containing unstable, low-wage, dead-end jobs available to the ghetto labor force; (2) that employment stability is directly related to the availability of preferred jobs; and (3) that just as the most qualified workers and the best reputed employers are matched, the least acceptable workers and the least attractive jobs are also matched.

The researchers made several recommendations consistent with their perception that a shift of emphasis from the supply to the demand side of the labor market would benefit both policies and programs.

1969

NTIS PB192484/AS

Also available from "Manpower Programs for Ghetto Labor Markets," IRRA *Proceedings*, Winter 1968, pp. 257-267

3-163 Industrial Manpower Center: Employer Involvement in Programs of Short-term Employability Preparation and Placement of Disadvantaged Persons

UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
ANTIOCH, CALIF.

William F. Haddad and David L. Seaton

Contract 82-34-68-37
Project completed fiscal year 1973

Descriptors: DISADVANTAGED; JOB DEVELOPMENT; SUPPORTIVE SERVICES; EMPLOYER PRACTICES AND POLICIES; PREVOCATIONAL TRAINING; JOB PLACEMENT

This project sought to determine whether "block" commitments of entry-level jobs by employers could be coupled and coordinated with short-term job preparation training to assure a smooth transition into employment for disadvantaged persons. This involved the arrangement of job slots by organizations esteemed by the employer community and accepted by minority groups.

With the approval of a management association, the contractor: (1) Organized an industrial manpower center that provided a 10-week course in basic education, job behavior, and human resource development; and (2) offered placement service linked to large-scale job development activities and arranged related social services.

The project found that: (1) Marketing of each job candidate was necessary despite employer commitment to the general goals of the program; (2) a wide range of social services not commonly provided by training institutions were needed to keep trainees in the program; (3) employer support for these services did not counteract the opposition of those responsible for the needs of the disadvantaged; (4) the training facility must prove it can deal with the social problems of the group to gain standing; (5) the prospects of permanence for such a compensatory training facility would depend upon the extent to which it was initiated by the concerns of public and community institutions.

INDUSTRIAL MANPOWER CENTER, THE FIRST YEAR

1971

NTIS PB199117/AS

FINAL REPORT: ANTIOCH-PITTSBURG INDUSTRIAL MANPOWER CENTER (TWO VOLS.)

1973

3-164 An Experimental Manpower Laboratory: Social Systems Intervention

COLORADO STATE UNIVERSITY
DENVER, COLO.

Eugene R. Oetting

Contracts 82-06-69-11, 82-06-70-19, and 82-08-72-07
Project completed fiscal year 1975

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; ADJUSTMENT; WORK ATTITUDES; ALIENATION; ORGANIZATIONAL ENVIRONMENT; COACHING; TAXONOMY; DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES

This project sought to develop new program strategies and components to help the disadvantaged enter and stay in the world of work. While the research activities were carried out at the university, the field work was done in Denver, a city offering many kinds of employment and with a sizable population of disadvantaged minority groups. Major areas of emphasis included postplacement coaching, job interview training, and the development of a classification system for the disadvantaged according to psychosocial characteristics.

A coaching effectiveness study found that the value of coaching for obtaining jobs had little carryover for job retention; retention rates were uniformly low in both the experimental and control groups. An experiment in job interview training supported the use of videotape feedback as a means of improving interviewing techniques. In developing a system for classifying the disadvantaged, the researcher analyzed data from questionnaires containing a large number of vocationally related variables in the personal, social, and environmental areas. On the basis of these analyses, employment and training service clients were classified into unique groups with respect to their vocational needs and service requirements.

The final report, in seven volumes, addressed basically two issues: (1) What are the vocationally related psychosocial characteristics of the disadvantaged? (2) How amenable are these characteristics to change in order to improve the employment experience of the disadvantaged? The laboratory included in this analysis an extensive examination of the research and evaluation literature in the field, as well as the various studies and experiments carried out by the laboratory itself.

RESEARCH MANUAL OF THE MANPOWER LABORATORY

November 1971

Report Descriptors: DISADVANTAGED; ASSESSMENT AND EVALUATION; ATTITUDES; BIOGRAPHICAL INFORMATION BLANK (BIB); TAXONOMY; HANDBOOKS

NTIS PB221522/AS

SUPERVISING COACHES IN MANPOWER PROGRAMS: A MANUAL FOR SUPERVISORS

C. D. Miller, W. E. Webb, and E. C. Keil
November 1971

Report Descriptors: COACHING; SUPERVISION; HANDBOOKS

NTIS PB221468/AS

SERVING THE DISADVANTAGED: A MANUAL FOR JOB COACHES

R. W. Miskimins, W. E. Webb, and Eugene R. Oetting
November 1971

Report Descriptors: DISADVANTAGED; COACHING; HANDBOOKS

NTIS PB221471/AS

A JOB INTERVIEW TRAINING PROGRAM (A TRAINER'S MANUAL)

E. C. Keil and J. R. Barbee
November 1971

Report Descriptors: DISADVANTAGED; JOB APPLICANTS; HANDBOOKS

NTIS PB221442/AS

AN ANALYSIS OF COACH-CLIENT INTERACTION AND BEHAVIOR MODIFICATION IN THE INTERVIEW

E. C. Keil
November 1971

Report Descriptors: DISADVANTAGED; COACHING; JOB APPLICANTS; BEHAVIOR MODIFICATION

NTIS PB221473/AS

WORK ENVIRONMENT AND DISADVANTAGEMENT

D. Searle and R. W. Miskimins
November 1971

Report Descriptors: ATTITUDES; WORK ENVIRONMENT; DISADVANTAGED

NTIS PB221472/AS

SELF-CONCEPT AND THE DISADVANTAGED

R. W. Miskimins and B. R. Baker
February 1973

Report Descriptors: DISADVANTAGED; ATTITUDES

NTIS PB221441/AS

JOB COACHING: THE EFFECT ON WORK ADJUSTMENT OF THE DISADVANTAGED

Eugene R. Oetting and Dean Miller
January 1973

Report Descriptors: DISADVANTAGED; COACHING

NTIS PB221440/AS

SYSTEMATIC CLASSIFICATION OF VOCATIONAL DISADVANTAGE

K. L. Berry and G. N. Braucht
November 1971

Report Descriptors: ADJUSTMENT; ATTITUDES; TAXONOMY; DISADVANTAGED

NTIS PB221460/AS

FINAL REPORT: SOCIAL SYSTEMS INTERVENTION—IMPROVING WORK ADJUSTMENT OF THE DISADVANTAGED

VOLUME I—WORK AND THE DISADVANTAGED: SUMMARY VOLUME

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; ADJUSTMENT; WORK ATTITUDES; ALIENATION; ORGANIZATIONAL ENVIRONMENT; COACHING; TAXONOMY; DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES; PROGRAM SERVICES AND TECHNIQUES

NTIS PB241371/AS

VOLUME II—STAGES OF WORK ADJUSTMENT AND THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; DISADVANTAGED

NTIS PB241372/AS

VOLUME III—THE WORK ENVIRONMENT AND THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

NTIS PB241373/AS

VOLUME IV—BARRIERS TO EMPLOYMENT OF THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES

NTIS PB241374/AS

VOLUME V—WORK RELATED ATTITUDES AND VALUES OF THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ALIENATION; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241375/AS

VOLUME VI—WORK ADJUSTMENT PROFILES OF THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; TAXONOMY; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED

NTIS PB241376/AS

VOLUME VII—INTERVENING TO IMPROVE WORK ADJUSTMENT OF THE DISADVANTAGED

Eugene R. Oetting, C. W. Cole, and C. D. Miller
December 1974

Report Descriptors: ADJUSTMENT; WORK ATTITUDES; ASSESSMENT AND EVALUATION; DISADVANTAGED; PROGRAM SERVICES AND TECHNIQUES

NTIS PB241377/AS

3-165 JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT

BETH ISRAEL HOSPITAL
BOSTON, MASS.

Cavin P. Leeman

Contract 82-23-70-02
Project completed fiscal year 1972

Descriptors: JOB SATISFACTION; COUNSELING AND GUIDANCE; ADJUSTMENT

The Job Improvement Service (JIS) Demonstration Project completed its third phase, in which it carried out a program to develop, implement, analyze, and document methods and techniques of job adjustment, counseling, and interdisciplinary consulting services to reduce job loss among low-income workers.

The contractor provided on-the-job counseling and consulting services to low-income workers in participating companies. It collected relevant data on employees and analyzed the char-

acteristics of workers needing counseling and the effects of such counseling on job performance and job satisfaction.

Employees of three selected companies participated. These persons were low-income employees who had demonstrated the ability to locate jobs by their own efforts but who showed evidence of having their job productivity impaired by emotional, behavioral, or social difficulties. Special attention was given to workers for whom loss of job would lead to special hardship for the workers and their families.

JOB IMPROVEMENT SERVICE DEMONSTRATION PROJECT, FINAL REPORT

Cavin P. Leeman, Joseph Liftik, Susan Hurwitz, and Candace R. Almquist
June 1972

NTIS PB220183/AS
Condensations and monographs on the project appear in: "Contracting for an Employee Counseling Service," by Cavin P. Leeman, *Harvard Business Review*, March-April 1974, and "A Demonstration Project in Occupational Mental Health Services: The Job Improvement Service," by Cavin P. Leeman, *Psychiatric Quarterly*, Vol. 47, pp. 419-441, No. 3, 1973.

THE JOB IMPROVEMENT SERVICE: A DEMONSTRATION PROJECT IN OCCUPATIONAL MENTAL HEALTH AND AN INVESTMENT IN PRODUCTIVITY

Cavin P. Leeman
1973

NTIS PB227277/AS
Also available from ERIC—ED 000817.

3-166 Helping Employers Make Use of What Has Been Learned About Sustained Productive Employment of the Disadvantaged

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Contract 82-05-70-14
Project completed fiscal year 1973

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); STATE-OF-THE-ART PAPERS; DISADVANTAGED; VOLUNTEERS; HANDBOOKS

The contractor gathered information from employers, social scientists, and others with experience in the hiring, training, and retaining of disadvantaged persons and prepared an operating manual, *Productive Employment of the Disadvantaged: Guidelines for Action*. The manual was intended to aid employers, the staffs of National Alliance of Businessmen (NAB) Metropolitan offices, and members of volunteer groups of businessmen in providing technical assistance to businesses participating in the NAB-JOBS program. The contractor also organized a volunteer task force in the Los Angeles area to test the feasibility of such a means of providing guidance to businessmen. This pilot activity resulted in the production of a guidebook for volunteer task forces.

Productive Employment of the Disadvantaged was a distillation of what has been learned from programs to hire disadvantaged workers. It summarized the insights, principles, and practices which had made the successful programs work well. Part of the manual's intention was to stimulate examination of present employment and training practices in the light of updated practices which have been tested and found effective. The manual encouraged thinking about and planning the use of employment and training programmatically, that is, as a systematic effort which included recruitment, assimilation into the work force, training, supervisory practices, and upgrading.

The practices described were not meant to be prescriptions, since many were not applicable to all kinds of businesses or to all persons in the available labor pool. They were more likely to be suitable for adaptation than for adoption.

The guidebook for volunteer task forces summarized the experience of the pilot operation and gave NAB Metropolitan officials practical suggestions on how to set up similar operations in their own localities.

A GUIDE FOR UTILIZING VOLUNTEER TECHNICAL ASSISTANCE BY A NATIONAL ALLIANCE OF BUSINESSMEN (NAB) METRO

December 1973

NTIS PB232077/AS

PRODUCTIVE EMPLOYMENT OF THE DISADVANTAGED: GUIDELINES FOR ACTION

Edward M. Glaser and Harvey Ross
1973

NTIS PB217124/AS
ETA R&D FINDINGS NO. 15

3-167 Documentation and Analysis of National Program for Selected Population Segments (NPSPS) Projects

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS

Judith F. Goldberg and Louise Strayhorn

Contract 20-25-77-20
Project completed fiscal year 1978

Descriptors: MODELS; HANDBOOKS; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); NATIONWIDE

In fiscal 1976 the Employment and Training Administration (ETA) funded a number of projects for selected segments of the population, such as the handicapped, rural workers, women, youth, and others (the last category including ex-offenders).

Eighty-two projects were to try out innovative ways of helping these groups. The objectives of this study were to: (1) Analyze a selected number of the projects in considerable detail, so that other CETA prime sponsors could replicate successful projects and (2) provide information and analysis to ETA staff on the entire program.

NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS: PROJECT SUMMARIES

Audrey Prager, Judith F. Goldberg, et al.
July 1977

Report Descriptors: YOUTH; RURAL AREAS; HANDICAPPED; WOMEN; OLDER WORKERS; EX-OFFENDERS

NTIS PB272416/AS
ETA

MANUAL I: YOUTH

PUTTING THE "TEAMS" SPIRIT INTO YOUTH TRAINING: THE JOB TEAMS PROGRAM RAVENNA, OHIO

Lawrence Lad
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; PREVOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT; HANDBOOKS

NTIS PB283366/AS
This and the following reports are available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213.

MANUAL 2: YOUTH

ADDRESSING YOUTH EMPLOYMENT NEEDS: THE YOUTH EMPLOYMENT AND TRAINING SERVICE, ALBUQUERQUE, NEW MEXICO

Judith F. Goldberg
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283367/AS

MANUAL 3: YOUTH

JOIN THE EMPLOYED GENERATION: PEPSY PREPARATION AND EMPLOYMENT PROGRAM FOR SPECIAL YOUTH IN CINCINNATI, OHIO

Carol Blew
May 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; JUVENILE DELINQUENCY; WORK ATTITUDES; HANDBOOKS

NTIS PB283368/AS

MANUAL 4: WOMEN

UPGRADING WOMEN AND WORK: THE "NEW" EXPERIENCE, CROOKSTON, MINNESOTA

Lawrence Lad
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; UPGRADING; WORK ATTITUDES; HANDBOOKS

NTIS PB283369/AS

MANUAL 5: WOMEN

WOMEN EMBARK ON NEW CAREERS: THE DISPLACED HOMEMAKERS PROGRAM, FORT WAYNE, IND.

Barbara Rovin
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283370/AS

MANUAL 6: WOMEN

WOMEN IN COMMISSIONED SALES: A TRAINING PROJECT, MONMOUTH COUNTY, NEW JERSEY

Audrey Prager
May 1978

Report Descriptors: WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283371/AS

MANUAL 7: EX-OFFENDERS

NEW HOPE FOR WOMEN EX-OFFENDERS: PROJECT ESPERANZA, SAN JOSE, CALIFORNIA

Dean Ericson
May 1978

Report Descriptors: EX-OFFENDERS; WOMEN; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; HANDBOOKS

NTIS PB283372/AS

MANUAL 8: RURAL WORKERS

TRAINING WHEELS: EDUCATIONAL SUPPORT FOR RURAL AREAS: THE MOBILE EDUCATION TRAINING PROJECT, RICHMOND, VIRGINIA

Louise Strayhorn
May 1978

Report Descriptors: RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; WORK ATTITUDES; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB283373/AS

MANUAL 9: HANDICAPPED

READY, WILLING AND DISABLED: THE STORY OF PROJECT EMPLOY, COLUMBUS, OHIO

Peter Desmond and Mark Johnston
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283374/AS

MANUAL 10: HANDICAPPED

TARGET: MANPOWER SERVICES FOR THE HANDICAPPED, BALTIMORE, MD.

Kent Chabotar and Peter Desmond
May 1978

Report Descriptors: HANDICAPPED; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283375/AS

MANUAL 11: SENIORS

SENIORS AS THE FOCUS OF COMMUNITY EFFORT: THE WELD COUNTY SENIOR AIDE PROGRAM, GREELEY, COLORADO

Jan Skinner and Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; RURAL AREAS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283376/AS

MANUAL 12: SENIORS

TRANSPLANTING HEART: A REPLICATION MANUAL, LEE COUNTY, FLORIDA

Michaelyn Holmes
May 1978

Report Descriptors: OLDER WORKERS; PROGRAM DESIGN; INTERAGENCY RELATIONS; COUNSELING AND GUIDANCE; VOCATIONAL TRAINING; WORK ATTITUDES; HANDBOOKS

NTIS PB283377/AS

NEW APPROACHES TO CETA TRAINING: AN OVERVIEW OF TITLE III NATIONAL PROGRAM FOR SELECTED POPULATION SEGMENTS

Louise Strayhorn, Judith F. Goldberg, and contributing authors: Audrey Prager and Michaelyn Holmes
August 1978

Report Descriptors: YOUTH; PROGRAM DESIGN; RURAL AREAS; WOMEN; HANDICAPPED; OLDER WORKERS; EX-OFFENDERS ETA

3H 2. THE HANDICAPPED

3-168 THE MULTI-TROUBLED JOBSEEKER: THE CASE OF THE JOBLESS WORKER WITH A CONVULSIVE DISORDER

EPILEPSY FOUNDATION OF AMERICA
WASHINGTON, D.C.

Contract 82-09-66-28
Project completed fiscal year 1971

Descriptors: HANDICAPPED; COUNSELING AND GUIDANCE; EMPLOYER ATTITUDES; PROGRAM DESIGN; GEORGIA, ATLANTA; ILLINOIS, CHICAGO; TEXAS, SAN ANTONIO

This project dealt with epileptic jobseekers in three cities: Atlanta, Chicago, and San Antonio. Group counseling, involving six 2-hour sessions spaced over a month, was aimed at: (1) Enhancing individual social functioning; (2) orientation to the world of work; and (3) evaluating long-term potential for placement. Aggressive outreach recruitment and intensive followup were other important components of the program.

The project demonstrated that epilepsy need not be a barrier to finding and retaining a job when: (1) The potential employee was assisted to become job ready; and (2) the potential employer was made aware of the worker's capabilities and mistaken notions about the worker's disorder were dispelled.
1971

NTIS PB201478/AS

3-169 AN EXPERIMENT IN REDUCING CHRONIC UNEMPLOYMENT AMONG THE PHYSICALLY HANDICAPPED

RANCHO LOS AMIGOS HOSPITAL
DOWNEY, CALIF.

Contract 82-05-66-36
Project completed fiscal year 1969

Descriptors: HANDICAPPED; SHELTERED WORKSHOPS; SUPPORTIVE SERVICES; COUNSELING AND GUIDANCE; EMPLOYABILITY DEVELOPMENT

In the first phase of this project, from March 1966 through September 1967, was demonstrated that the use of intensive counseling services in a hospital sheltered workshop along with work activity provided a basis for easing chronic unemployment among physically handicapped women. The second phase, September 1967 through February 1969, concentrated on the same objective, but served men also, and enrolled more severely disabled persons.

Four techniques to increase the employability of the enrollees were: (1) Utilizing the workshop as well as other hospital stations to assess the enrollees' ability to compete for employment; (2) using paraprofessional volunteers and project graduates as counselor aides, group leaders, and trainee agents in the community; (3) developing relationships for cooperative efforts between existing public and private agencies and the project; and (4) using multiple counselor and video tape techniques in group counseling, placement training, and followup counseling after placement.
1969

NTIS PB199183/AS

3-170 UNSKILLED WORKERS IN THE LABOR FORCE: PROBLEMS AND PROPOSALS

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Abraham L. Gitlow

Grant 91-34-66-57
Project completed fiscal year 1967

Descriptors: HANDICAPPED; LABOR DEMAND; UNSKILLED WORKERS; EMPLOYER ATTITUDES; CONFERENCES

This grant helped to support a half-day conference for 500 employers in New York City. By demonstrating to employers that, by hiring the handicapped, they not only helped expand job opportunities for the handicapped but also helped fill their own shortages of unskilled workers, it showed that both problems could be alleviated.
1967

NTIS PB178416/AS

3-171 MENTAL HEALTH AND MANPOWER (EMPLOYMENT ADJUSTMENT FOR MENTAL PATIENTS)

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Contract 82-06-66-62
Project completed fiscal year 1971

Descriptors: MENTAL PATIENTS; REHABILITATION; HANDBOOKS; EXPERIMENTAL MANPOWER LABORATORIES; WORK ATTITUDES; ADJUSTMENT; ALIENATION; COACHING; ORGANIZATIONAL ENVIRONMENT; TAXONOMY; DISADVANTAGED; ASSESSMENT OF APPLICANTS AND TRAINEES; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

Before the contractor was designated as one of the R&D experimental manpower laboratories (see 82-06-69-11), it conducted a project to test methods of support for preparing recently released mental patients to reenter the world of work and to maintain themselves there.

The nine volumes of the final report on that project provide:

1. A description of the counseling, placement, and followup programs.
2. A description of the project's experimentation and research, outlining the assumptions, research design, methodology, measurement instruments developed, and the findings.
3. A technical discussion of the economics of rehabilitation of mental patients.
4. An overview of the project, consisting of a series of journal-length articles written by those working with the project.
5. Appendix I: Reality Coping and Employment Adjustment: A Handbook for Post-Hospital Group Counseling.
6. Appendix II: Handbook on Vocational Counseling of Mental Patients.
7. Appendix III: Handbook on Job Development and Placement.
8. Appendix IV: The proposed agenda of a suggested conference to acquaint others with the research findings and experiences of this project.
9. Appendix V: A 55-page bibliography on vocational rehabilitation of mental patients.

The three handbooks not only describe the techniques employed in the project but also present many illustrative cases.
1972

NTIS PB199552/AS

3-172 PROPRIETARY PRODUCTS: PROJECT EARNING POWER (EXPERIMENT IN DEVELOPING OUTLET IN COMPETITIVE MARKET FOR PRODUCTS OF SHELTERED WORKSHOP)

PRESIDENT'S COMMITTEE ON THE EMPLOYMENT OF THE HANDICAPPED
WASHINGTON, D.C.

Contract 82-15-66-95
Project completed fiscal year 1971

Descriptors: HANDICAPPED; SHELTERED WORKSHOPS; VOLUNTEERS; COMPETITION; SUPPORTED EMPLOYMENT

This project combined the talents of leading volunteers who were experts in design, marketing, and production in order to determine if proprietary products could be developed and produced by sheltered workshops and then marketed competitively.

The most significant finding from the project was, "Product success in the competitive commercial marketplace requires a combination of technical ability, productive skill, human and physical facility, business management, financial resources, marketing capability and willingness to take risks. The skills and overall business capacity in all but a very few workshops have simply not yet developed to the point where they can meet the severe competitive demands necessary for product success."
1971

NTIS PB199383/AS

3-173 Occupational Choice and Its Determinants Among Totally Blind Individuals

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Herbert H. Hyman

Grant 91-34-67-58
Project completed fiscal year 1975

Descriptors: HANDICAPPED; BLACK/WHITE; OCCUPATIONAL CHOICE; ASPIRATIONS

In this study, the totally blind were chosen as a vehicle to magnify and sharpen our understanding of the ways in which social behavior and occupational choice were guided by perception and communication. The analysis was based on the comparative occupational aspirations of children and adults, both black and white, all of whom had been blind since birth or early childhood, plus collateral findings on the parents and sighted siblings of the blind children. Data for the inquiry were drawn from a sample of 102 blind children between the ages of 10 and 15, chosen from a New York City register of the blind, and from a sample of 109 blind adults, chosen from similar registers in three northern cities. In the study of the children, the mother was interviewed first followed immediately by an interview of the blind child and then an interview of any sighted siblings. Only a few of the children in the survey were from white-collar families; nearly all of them were white. Three questions served as the main source of data about the blind child's view of work. Each child was asked to indicate the best occupational goal for (A) an outstanding young man, (B) an outstanding blind man, and (C) the child himself or herself. Each child was also asked to predict how he or she would actually end up. The questions were designed to elicit the interplay of ignorance and fantasy against reality in the future choice of an occupation. The results of the study indicated that neither ignorance and fantasy nor the sense that he or she has been labeled or consigned to a brutish existence had, in fact, shaped the blind child's approach to a career. Furthermore, the burdens of class and race that weigh heavily upon ordinary aspirants were unexpectedly lightened for blind children and special processes of socialization within the family and of communication had led to the setting of high but not unrealistic goals.
1974
ETA

3-174 A Study to Develop a Model for Employment Services for the Handicapped

GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

Hazel McCalley and Clara Friedman

Contract 81-34-68-27
Project completed fiscal year 1970

Descriptors: HANDICAPPED; PROGRAM DESIGN; SERVICE DELIVERY SYSTEMS; MODELS; WASHINGTON, TACOMA; MARYLAND, BALTIMORE

This study developed a model for the delivery of employment-related services to the handicapped. The analysis used data on: The number, characteristics, and needs of potential candidates; the adequacy of current services to the disabled and the necessary and feasible adjustments; patterns in the delivery of services; and the reorganization of interagency linkages needed for an optimum system.

The study identified a *minimum* of 1.2 million of the handicapped as men not in the labor force—with an additional 1 million who, although employed, were severely handicapped. Those in need of the most help were listed as individuals with mental problems, severe handicaps or handicaps found unacceptable by employers and the disadvantaged.

The primary finding was that there really was no *system* for services to the handicapped, particularly in relation to employment. The service agencies knew of and helped only a small proportion of those who need assistance. Furthermore, poor or nonexistent communication between agencies often caused a lapse of years between the onset of disability and proper employment assistance, as well as shuffling the client from one agency to another. Despite insufficient resources, agencies for the handicapped too often did not use Federal employment and training programs to supplement their efforts, but took the "cream" of potential candidates to produce the most impressive results.

Building around the overwhelming need for adequate job training, the study developed a model (tested in Tacoma, Wash., and Baltimore, Md.) for delivering employment services to the handicapped. The model called for a comprehensive umbrella system for the coordination and delivery of services, with decentralized and expanded outreach and inclusive intake. Other features were early identification of needed services; the provision of diagnostic evaluation, medical and health services, counseling, and other auxiliary services whenever necessary; education, training, and work evaluation; intensive job analysis, with the restructuring of qualifications or jobs themselves in labor shortage areas; and intensive job development, in particular with State and local governments.
1970

NTIS PB186151/AS
Also available from ERIC—MP 000937

3-175 Interagency Cooperation and Institutional Change

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Grant 92-53-70-04
Project completed fiscal year 1971

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; INSTITUTIONAL CHANGE; PUBLIC EMPLOYMENT SERVICE; MENTAL HEALTH; HANDICAPPED

This project report detailed the results of a year-long demonstration of research utilization in a regional project involving the employment service, vocational rehabilitation, mental hospitals, and university personnel.

Findings of a research and development project, Mental Health and Manpower (See 82-06-66-62) which had given vocational service and special post-placement support and counseling to mental patients, were taken as the subject matter of this dissemination and utilization effort.

Personnel were selected from mental hospitals, and from groups of counselors in the employment service and vocational rehabilitation agencies who served the same areas as the hospitals. Seventeen teams from six States were brought together in

a conference at The University of Wisconsin. At this conference the teams reviewed the findings of the R&D project and began work on plans each team could take back home and implement, within existing resources.

University personnel followed up the process by stimulating the teams to complete their plans, facilitating communication between local, State, and regional levels, and helping to arrange for technical assistance.

The results indicated that institutional change could be stimulated at local levels. Key factors in the project's success were cooperation of both U.S. Training and Employment Service and Social Rehabilitation Service regional staffs in planning the conference and in selecting the participants. It was also established that a university team could work with local groups in followup and could intervene successfully in helping them get needed support.

This report presented a model for developing dissemination conferences with followup to stimulate utilization of R&D findings.
1972

NTIS

NTIS PB199511/AS

3-176 Project Volunteer Power

PEOPLE-TO-PEOPLE COMMITTEE FOR THE HANDICAPPED
WASHINGTON, D.C.

Carl R. Sharek

Contract 82-11-71-23 and Agreement 82-11-72-23 with USIA
Project completed fiscal year 1976

Descriptors: VOLUNTEERS; HANDICAPPED; EMPLOYMENT OPPORTUNITIES; WOMEN; MEN

Project Volunteer Power was sponsored by the Women's Committee of the President's Committee on Employment of the Handicapped and contracted through the People to People Committee for the Handicapped. The 3-year research and demonstration project was carried out in the cities of Birmingham, Ala., Minneapolis, Minn. and Malden, Mass. to determine if and how volunteers could be mobilized, trained, and directed to increase job opportunities for the physically handicapped, mentally retarded, and mentally restored.

Local committees were organized in each city composed of a wide cross section of interested citizens from civic, church, educational, professional, medical, business, labor, and fraternal organizations; representatives of handicapped groups; and the public agencies serving them. Committee leadership was selected and volunteer offices established with which volunteers and handicapped could identify and through which agencies and prospective employers could have a point of contact.

In each city an analysis was made of the various employment services available to handicapped persons and their unmet needs. The local committees then developed local programs to supplement existing ones. These programs included a comprehensive survey to find out who the handicapped were, where they were located, and what unmet needs they faced; the removal of barriers and the prevention of new ones in construction of buildings and city streets; the education of prospective employers as well as the general public; training of the handicapped to show them how to emphasize their skills and abilities in interviews, following their progress once they had been placed and helping them over the day-to-day hurdles; assisting both the Vocational Rehabilitation Service and the employment service in various followup programs; seminars for architects, engineers, contractors, and financiers designed to call their attention to architectural barriers and ways to prevent them; seminars for employers to promote hiring of the job-ready handicapped person; and the seeking out of money-earning projects for the homebound.

Project Volunteer Power demonstrated that volunteers could be used effectively to aid the employment of the handicapped. The final report provided guidance for setting up similar volunteer efforts elsewhere and avoiding the pitfalls.
June 1975

NTIS PB237167/AS

3-177 Survey of Sheltered Workshops and Their Handicapped Clients

EMPLOYMENT STANDARDS ADMINISTRATION, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Jack I. Karlin

Contract 20-11-73-25
Project completed fiscal year 1978

Descriptors: REHABILITATION; SHELTERED WORKSHOPS; HANDICAPPED; ASSESSMENT AND EVALUATION; FAIR LABOR STANDARDS ACT; FRINGE BENEFITS; JOB PLACEMENT

This two-phase study investigated the operations of sheltered workshops in the United States. The first-phase report, forwarded to Congress during the summer of 1977, was based on a mail survey of all 1,800 certified sheltered workshops in the country and personal interviews with a stratified random sample of 3,400 handicapped clients of these workshops. Some major findings were: Clients' earnings were unchanged over a 5-year period; on average, 12 percent of the clients moved into competitive employment each year; and the size of a workshop was directly related to its ability to provide high wages, good training, and fringe benefits. In addition, the study showed that limited work and funds precluded the use of idle facilities to create more sheltered jobs, and lack of advanced production facilities prevented large numbers of workshops from taking advantage of preferences in competition for Federal procurement contracts.

In the second phase of the study, researchers reported on a survey of the attitudes and experiences of handicapped workshop employees. Copies of the report are expected to be available early in fiscal 1979, following its transmission to Congress.

SHELTERED WORKSHOP STUDY: A NATIONWIDE REPORT ON SHELTERED WORKSHOPS AND THEIR EMPLOYMENT OF HANDICAPPED INDIVIDUALS

Claude W. Whitehead and Jack I. Karlin
1977
Available from Employment Standards Administration, Division of Research, Washington, D.C. 20210.

STATISTICAL APPENDIX
June 1977
ETA
Employment Standards Administration, U.S. Department of Labor, Division of Research, Washington, D.C. 20210

3-178 Employment of Handicapped in State Civil Service

STATE OF WISCONSIN—DEPARTMENT OF ADMINISTRATION
MADISON, WIS.

Carol Lobes

Grant 21-55-74-30
Project completed fiscal year 1977

Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED; MONOGRAPHS

Project Skill was developed in response to a concern for expanding the employment opportunities of persons either mildly mentally retarded or restored emotionally disturbed. Its specific target was to define and fill permanent entry-level

positions in the Wisconsin State civil service and to demonstrate the feasibility of providing transitional training and adjustment opportunities for persons with disabilities.

The project sought to answer the following: Is competitive employment and economic independence more attainable when training and work adjustment activities are part of an employer's system? Can a civil service system adapt to the employment needs of less severely mentally retarded and emotionally disturbed persons? Is the rehabilitation process enhanced when applicants are trained for a specific available job in a regular work setting?

Over 100 persons were placed during the project: 65 mentally retarded and 40 restored emotionally ill. Among the positions filled were building maintenance helpers, laborers, clerical workers, food service workers, and laundry workers. The average hourly wage was $3.50 per hour. The project demonstrated techniques for developing jobs within the civil service system, finding handicapped persons to fill those jobs, working with supervisors and personnel officers to retain them on the job, and providing supportive services. Project Skill was continued as an ongoing program using State funds and was expanded to include persons with all kinds of handicaps.

PROJECT SKILL

Saul Parker, Richard F. McAllister, and David Touch
June 1975

Report Descriptors: HANDICAPPED; RETARDED; STATE AND LOCAL GOVERNMENTS; FILMS

ETA AVAILABLE ON LOAN FOR 1 WEEK AT A TIME.
National Audiovisual Center, 8750 Edgeworth Dr., Capitol Heights, Md.

FIRST YEAR REPORT ON PROJECT SKILL: DEMONSTRATION PROJECT ON EMPLOYMENT OF HANDICAPPED PERSONS IN STATE CIVIL SERVICE POSITIONS

Carol Lobes
April 1975

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; RETARDED

NTIS PB241238/AS

EMPLOYMENT OF HANDICAPPED IN STATE CIVIL SERVICE

Carol Lobes
April 1976

Report Descriptors: EMPLOYER ATTITUDES; HANDICAPPED; INSTITUTIONAL CHANGE; CIVIL SERVICE SYSTEM; ON-THE-JOB TRAINING (OJT); WISCONSIN

PROJECT SKILL: STRATEGIES AND TECHNIQUES
August 1977

Report Descriptors: EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; ON-THE-JOB TRAINING (OJT); SHELTERED WORKSHOPS; HIRING PRACTICES; CIVIL SERVICE SYSTEM; HANDICAPPED; MONOGRAPHS; WISCONSIN

NTIS PB270528/AS
ETA COPIES LIMITED
GPO R&D MONOGRAPH NO. 54

3H 3. MINORITIES

3-179 OPERATION SER, SERVICE, EMPLOYMENT, REDEVELOPMENT (BROADENING EMPLOYMENT OPPORTUNITIES FOR MEXICAN AMERICANS)

JOBS FOR PROGRESS, INC.
SANTA MONICA, CALIF.

Contracts 82-46-66-53 and 82-46-68-49
Project completed fiscal year 1971

Descriptors: OPERATION SER; MEXICAN AMERICANS; EMPLOYMENT OPPORTUNITIES; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

This report covers the first 2 years, 1966 to 1968, of a major employment and training project, Operation SER (Service, Employment, and Redevelopment), to develop employment and training program activities for the Spanish-surnamed minority in the Southwest (Texas, New Mexico, Colorado, Arizona, and California). It was funded jointly by the Department of Labor and by the Office of Economic Opportunity. The objective of the project was to enhance and draw on the capabilities of major organizations representing Spanish Americans in order to develop programs to broaden employment opportunities for this group.

Operation SER offices and activities were established in each State. A job skills bank was formed in communities of Spanish-surnamed citizens, with a central activity operating in the project's home office in Santa Monica, Calif. Institutional training and job placement projects were established in 11 separate urban centers, directed principally toward this large minority population.
1971

NTIS PB199510/AS

3-180 THE EDUCATION AND TRAINING OF RACIAL MINORITIES: PROCEEDINGS OF A CONFERENCE MAY 11 AND 12, 1967

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers and J. Kenneth Little

Contract 81-53-67-12
Project completed fiscal year 1968

Descriptors: MINORITIES; ASSESSMENT AND EVALUATION; TRAINING; EDUCATION; CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT

A conference, held at the University of Wisconsin in May 1967, brought together researchers from academic institutions, private foundations, and government agencies to discuss the general problem of improving employment opportunities for minority group workers and their employability. The purpose of the conference was to report on the results of recent research on the education and training of racial minorities and to highlight areas needing further study.

The conference program covered educational, training, and employment problems of minorities, particularly blacks and Mexican Americans. Conference participants generally stressed the need for action programs in education, training, and upgrading of minority workers.
1968

NTIS PB178440/AS
Also available from ERIC—MP 000533; Center for Studies in Vocational and Technical Education, University of Wisconsin, Madison, Wis. 53706, 1968

3-181 OPPORTUNITIES INDUSTRIALIZATION CENTERS: A SYNTHESIS AND ANALYSIS OF FIFTEEN OIC FINAL REPORTS

LEGAL RESOURCES, INC.
WASHINGTON, D.C.

Contract 82-09-69-27
Project completed fiscal year 1971

Descriptors: EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; BLACKS; INNER-CITY RESIDENTS; SELF-HELP

The report was a synthesis of reports from 15 OIC's, supplemented by information obtained in visits to some OIC sites.

Subjects covered were recruitment and outreach; the feeder component skill training; counseling; relations with Federal, State, and local agencies; and relations with the community.

The projects themselves, financed jointly by the Departments of Labor and Health, Education, and Welfare, and the Office of Economic Opportunity, were patterned after the Philadelphia OIC, which was initiated in 1964 under the leadership of Rev. Leon Sullivan to train black inner-city residents. While providing a comprehensive employment and training program, they emphasized self-help efforts, minority group leadership, an intensely personal approach to each trainee, minority group pride, and involvement of industry. Trainees did not receive training allowances, although they could get emergency financial assistance from a "Brotherhood Fund."

Reports on the individual projects are as follows:

OPPORTUNITIES INDUSTRIALIZATION CENTER: A SYNTHESIS AND ANALYSIS OF FIFTEEN OIC FINAL REPORTS
1971

NTIS PB199551/ADS

CHARLESTON OPPORTUNITIES INDUSTRIALIZATION CENTER (82-52-68-11)

Opportunities Industrialization Center, Inc.
1971

CINCINNATI OPPORTUNITIES INDUSTRIALIZATION CENTER (82-36-68-13)

OIC—Opportunities Industrialization Center, Inc.
1971

DALLAS OPPORTUNITIES INDUSTRIALIZATION CENTER (82-46-68-17)

OIC—Dallas Opportunities Industrialization Center, Inc.
1971

DAUPHIN COUNTY OPPORTUNITY INDUSTRIALIZATION CENTER (82-40-67-07)

OIC—Opportunities Industrialization Center of Dauphin County (Pa.), Inc.
1971

NTIS PB199525/AS

ERIE OPPORTUNITIES INDUSTRIALIZATION CENTER (82-40-67-25)

OIC—Erie Opportunities Industrialization Center, Inc.
1971

NTIS PB199685/AS

JACKSONVILLE OPPORTUNITIES INDUSTRIALIZATION CENTER (82-10-68-35)

OIC—Jacksonville (Fla.) Opportunities Industrialization Center, Inc.
1971

NTIS PB199992/AS

LITTLE ROCK OPPORTUNITIES INDUSTRIALIZATION CENTER (82-04-67-18)

OIC—Little Rock Opportunities Industrialization Center, Inc.
1971

NTIS PB200064/AS

MENLO PARK/EAST PALO ALTO OPPORTUNITIES INDUSTRIALIZATION CENTER (82-05-67-08)

OIC—Opportunities Industrialization Center West
1971

MILWAUKEE OPPORTUNITIES INDUSTRIALIZATION CENTER (82-53-68-23)

OIC—Milwaukee Opportunities Industrialization Center, Inc.
1971

CAMDEN OPPORTUNITIES INDUSTRIAL CENTER (82-32-68-14)

OIC—Southern New Jersey Opportunities Industrialization Center, Inc.
1971

OPPORTUNITIES INDUSTRIALIZATION CENTER OF OKLAHOMA CITY AND COUNTY (82-38-67-21)

OIC—Opportunities Industrialization Center of Oklahoma City and County
1971

NTIS PB199550/AS

OMAHA OPPORTUNITIES INDUSTRIALIZATION CENTER (82-29-68-12)

OIC—Omaha Opportunities Industrialization Center, Inc.
1971

OPPORTUNITIES INDUSTRIALIZATION CENTER OF ROANOKE VALLEY (82-49-67-19)

OIC—Opportunities Industrialization Center of Roanoke Valley, Inc.,
1971

NTIS PB199686/AS

SEATTLE OPPORTUNITIES INDUSTRIALIZATION CENTER (82-51-67-22)

OIC—Seattle Opportunities Industrialization Center, Inc.
1971

NTIS PB199549/AS

OPPORTUNITIES INDUSTRIALIZATION CENTER IN WASHINGTON, D.C. (82-09-67-20)

OIC—Opportunities Industrialization Center in Washington, D.C.
1971

NTIS PB199517/AS

3-182 EMPLOYMENT OF GHETTO RESIDENTS: THREE STUDIES ON EMPLOYMENT POLICY FOR THE URBAN GHETTO

NATIONAL CIVIL SERVICE LEAGUE
WASHINGTON, D.C.

Bennett Harrison

Grant 91-11-71-05
Project completed fiscal year 1972

Descriptors: EMPLOYMENT OPPORTUNITIES; INNER-CITY RESIDENTS; IMPACT OF GOVERNMENT PROGRAMS; JOB LOCATION

This project compared the quality of jobs (hours, earnings, and requirements) currently held by ghetto residents with the quality of alternative positions presently or potentially available in ghetto-located businesses, in State and local public offices, and in urban programs for the development of human resources.

Also explored were the relationships of the quality of jobs and job opportunities to: (1) The distance between home and work; (2) intrametropolitan residential location; and (3) race.
1972

NTIS PB221088/AS

3-183 BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS

NATIVE AMERICAN CONSULTANTS, INC.
ARLINGTON, VA.

A. Patrick Hanes

Contract 20-51-76-53
Project completed fiscal year 1978

Descriptors: INDIANS; URBAN AREAS; PRIME SPONSORS; FILMS; DISCRIMINATION

The contractor completed a baseline research study and provided information on factors affecting the success of CETA programs sponsored by urban and rural nonreservation Indians. This information was compiled into a report on model Indian urban employment and training center functions and operations.

During Phase II, this information was documented into four 15-minute films for use by all urban and rural nonreservation Indian prime sponsors for study and replication.

The films deal with: (1) Outreach and recruitment; (2) training and other employment services; (3) job development and placement; and (4) followup and supportive services.

PHASE I ACTIVITIES
February 1977

Report Descriptors: INDIANS; SUPPORTIVE SERVICES; EMPLOYER ATTITUDES; INSTITUTIONAL CHANGE; HIRING PRACTICES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; VIRGINIA

NTIS PB268404/AS

BASE LINE STUDY OF URBAN AND RURAL NONRESERVATION INDIAN EMPLOYMENT AND TRAINING PROGRAMS
December 1977

Report Descriptors: INDIANS; MINORITIES; SUPPORTIVE SERVICES; URBAN PROBLEMS; EMPLOYER ATTITUDES; HIRING PRACTICES; CETA SERVICES AND PLANNING; HANDBOOKS

NTIS PB268404/AS

OUTREACH AND RECRUITMENT BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA Room 6402, 601 D St. N.W., Washington, D.C. 20213

TRAINING AND OTHER MANPOWER SERVICES BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

JOB DEVELOPMENT AND PLACEMENT BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978
Division of Indian and Native American Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

FOLLOWUP AND SUPPORTIVE SERVICES BY URBAN INDIAN CENTERS

Comprenetics, Inc.
March 1978
Division of Indian and Native Americans Programs, Office of National Programs, ETA, Room 6402, 601 D St. N.W., Washington, D.C. 20213

3-184 PROGRAM FOR PERSONS OF LIMITED ENGLISH-SPEAKING ABILITY

UNIVERSITY RESEARCH CORPORATION
WASHINGTON, D.C.

Jack Reynolds

Contract 20-11-77-31
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; IMMIGRANTS; BASIC EDUCATION; VOCATIONAL EDUCATION; INSTRUCTIONAL MATERIALS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT

The Employment and Training Administration has funded 47 projects to provide employment and training services for persons of limited English-speaking ability. A total of $5 million was made available for these projects, which serve primarily Spanish-speaking groups, with Asians and Southeast Asians making up the second largest group. "Limited English-speaking ability" has been defined for this program as "an inability to speak English which impairs a person's ability to seek or obtain employment and whose normal language is other than English." This contract has two objectives. The first is to review, analyze, and assess the entire special program for persons of limited English-speaking ability; the second is to identify, document, and analyze in considerable detail a selected number of particularly noteworthy programmatic approaches with the aim of facilitating their replication by other prime sponsors.

SUMMARY OF PROJECTS FUNDED

Jack Reynolds and Marta Kelsey
November 1977

NTIS PB274258/AS
Available from the Office of National Programs, ETA, Room 6402, 601 D St., N.W., Washington, D.C. 20213

3-185 STUDY OF CETA PLANS FOR INDIAN RESERVATION ECONOMIC DEVELOPMENT

URBAN AND RURAL SYSTEMS ASSOCIATES (URSA)
SAN FRANCISCO, CALIF.

Ernest J. Fazio, Jr.

Contract 20-06-78-07
Project still in progress

Descriptors: INDIANS; ECONOMIC DEVELOPMENT; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

The purpose of this project is to review and analyze economic plans for 25 indian reservations for possible integration with CETA plans. The contractor will select Indian reservations and CETA sponsors and identify, document, and analyze promising approaches to integrating CETA and economic plans for replication by others. A final report will contain recommendations on integration for use by all Indian prime sponsors.

3-186 ASPECTS OF SEMANTIC STRUCTURE OF SPANISH-SPEAKING BILINGUALS' ENGLISH: IMPLICATIONS FOR OCCUPATIONAL TRAINING

RURAL MANPOWER LABORATORY
SANTA ROSA, CALIF.

Edward Kissam

Grant 21-06-78-16
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; ENGLISH AS A SECOND LANGUAGE (ESL); EDUCATION

In this developmental grant study, 40 persons who spoke Spanish as their native language and were also fluent in English and a control group of 36 persons who spoke only English were tested to examine variations between the semantic struc-

ture of Spanish-influenced and standard English. The test population was made up of students at a vocational high school in order to see if linguistic differences between the groups affected vocational success. The test measured expressive ability in English and found a significant difference in the semantic flexibility of the two groups.

Expressive ability was closely correlated with language-learning history. To test for dialectal bias, project staff compared the scores of blacks with those of the monolingual group as a whole and found no significant differences.

There was no clear-cut correlation between semantic flexibility and vocational success as measured by grades. However, lack of semantic flexibility may create barriers to employment for bilingual students, particularly in job interviews and employers' subjective evaluations.

Recommendations include use of the semantic flexibility test to set performance goals for English as a Second Language programs and further encouragement of bilingual skills training programs and bilingual/bicultural programs as part of regular school curriculums.
June 1978

NTIS PB284545/AS

3H 4. OLDER WORKERS

3-187 Report of a Study Tour of European Industrial Therapy Programs

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dorothy H. Coons

Contract MDTA 4-64
Project completed fiscal year 1964

Descriptors: SHELTERED WORKSHOPS; OCCUPATIONAL THERAPY AIDES; OLDER WORKERS; RETRAINING; EUROPE

This study sought to develop information useful in planning an educational program to train middle-aged men and women to work as therapy aides in sheltered workshops and other retraining centers directed toward the use of industrial therapy in the treatment of the aged. Information was obtained by touring European rehabilitation, mental health, and other centers providing industrial milieu therapy. Methods and curriculum content used in training professional workers in these types of settings were investigated, and the practices and procedures of administration of workshops which provide occupational therapy in retraining older workers were observed.

The study found few if any formal training programs for either the management of industrial therapy programs or for the industrial therapists themselves. The programs that did exist appeared to benefit the older workers' health and employment opportunities following release.
1964

NTIS AD603646/AS

3-188 The Aging Worker: Insights into the Massachusetts Problem

THE JOHN F. KENNEDY FAMILY SERVICE CENTER
BOSTON, MASS.

Contract 82-20-20
Project completed fiscal year 1971

Descriptors: EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; OLDER WORKERS; JOB SEARCH; AGING; MASSACHUSETTS

This report recounted the experience of a 3-year project designed to explore new solutions to older workers' employment problems. The project was one of six financed by the Department of Labor, with the sponsorship of the National Council on the Aging, Inc. (For a summary of these and other projects concerning older workers, see 82-22-67-41.)

The report emphasized the need for comprehensive supportive services, gave guidelines for structuring programs for older workers, provided an operations manual, and discussed the problems encountered, such as those connected with part-time work and social security. It also described an innovative feature of the program whereby participants clipped help-wanted ads in which they were interested and the project staff sent participants' resumes to the prospective employer.
1971

NTIS PB199176/AS

3-189 Job Redesign for Older Workers: 10 Case Studies

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.

Edgar Weinberg

Contract 81-09-66-08
Project completed fiscal year 1967

Descriptors: OLDER WORKERS; JOB RESTRUCTURING

The objectives of the study were to ascertain the existence of specific instances of job redesign for older workers in American plants, and to obtain detailed information about these instances in terms of the type of jobs and workers involved, the kinds of changes that were made, and the benefits, costs, and problems resulting from job redesign.

A mail canvass of 500 companies located possible cases of job redesign which might be studied more intensively through personal visits. Intensive studies were then made of the 10 companies with job redesign experiences related to the problems of older workers. A team of investigators visited each company and interviewed plant officials.

Job redesign for older workers had been carried out in large and small establishments, and in a wide variety of manufacturing industries.

Job redesign had been applied in a range of jobs, affecting individuals with varying personal characteristics. Some older workers whose jobs were redesigned were employed in low-paid jobs, such as porters; others were semiskilled machine operators; and a few were highly skilled craftsmen. Most of the workers affected were older men and women in relatively good physical condition whose job performances showed no substantial decline, but there were several cases of workers whose ailments had significantly reduced their work capacity.

Informal actions by foremen or plant managers to modify jobs to older workers' capacities were the typical case; formal programs were less frequent.

Job redesign for older workers usually involved very little financial outlay for new equipment, and scarcely any loss in output due to work interruption. Most of the cases of job redesign required either rearrangements of work assignments or slight changes in work areas or layouts. The few cases in which major investments for new equipment were required usually reflected normal costs of introducing improved machinery or techniques.

Job redesign for older workers generally resulted in improved productivity. In several cases, a substantial rise in output per man-hour in the operation resulted from job redesign; in no case was productivity adversely affected. The quality of the work improved in some cases. Mechanization of work previously done by hand resulted in considerable labor savings. Significant productivity gains also resulted from rearrangement or reallocation of tasks among groups of old and young workers.

Job redesign was found to have some advantages for both the older worker and management over the practice of reassigning older workers to other jobs. The older worker was kept on a job he knew, in his customary workplace, rather than being shifted to work and surroundings with which he was unfamiliar. He continued to use his skills, thereby maintaining his morale and avoiding a reduction in earning capacity. Skilled employees could be retained where no job openings

were available to which they could be reassigned, or where early retirement was not feasible. Management avoided expensive labor turnover, and often achieved higher productivity.
1967
ETA
GPO
available from ERIC—MP 000141; GPO—BLS Bulletin 1523, 1967; ETA—"Job Redesign for Older Workers: Case Studies," reprint from *Monthly Labor Review*, January 1967 (summary)

3-190 Adult Work Training Program—The Discovery Method

COMMUNITY PROGRESS, INC.
NEW HAVEN, CONN.

Contract 82-07-66-105
Project completed fiscal year 1967

Descriptors: OLDER WORKERS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; RETRAINING

The report on this project, published by the organization for Economic Co-operation and Development (OECD, Paris), presented the results of an international experiment conducted in England, Austria, Sweden, and the United States and compared the effectiveness of conventional teaching methods with a "Discovery Method" developed by Meredith Belbin of Oxford University. The U.S. component—an experimental adult work training program conducted by community Progress, Inc.—was funded by the Manpower Administration.

The experiment found that the "Discovery Method," using "self-discovered learning" or "activity learning," was more effective for older workers than learning through detailed verbal instruction and/or demonstration.
1971
ETA

3-191 Training and Employment of the Older Worker: Recent Findings and Recommendations Based on Older Worker Experimental and Demonstration Projects

WASHINGTON, D.C.

Sarah F. Leiter

Contract 82-22-67-41
Project completed fiscal year 1968

Descriptors: OLDER WORKERS; AGE DISCRIMINATION; AGING; MIDDLE-AGED WORKERS; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; RETRAINING; STATE-OF-THE-ART PAPERS

This report pulled together the experiences of 11 early experimental and demonstration projects concerned with the employment problems of older workers. The analysis was based on a review of project reports, supplemented by field visits to several of the projects, evaluations of some of the projects, and papers from the published proceedings of the 1966 National Conference on Manpower Training and the Older Worker.

It summarized the experience of the projects with respect to staffing, recruitment and characteristics of participants, counseling, testing and assessment, training and referral to training, and job development and placement. That experience underscored the intractability of many problems confronted in programs for older workers; for example, employers' reluctance to accept older workers for on-the-job training, age discrimination in hiring, and the workers' own reluctance to enter a retraining program.

The projects and the evaluations covered in the review are: MDS 25-64—National Council on the Aging, Inc., Sponsor, Milwaukee Council on Aging, Milwaukee, Wis., Development of special interest and aptitude tests and use of community resources; MDS 28-64 and MDS 37-64—National Council on the Aging, Inc.—Sponsor, United Community Services of St. Joseph County, South Bend, Ind.; Project ABLE (Ability Based on Long Experience)—Assisting Older Workers Displaced by the Studebaker Plant Shutdown; 82-20-20—National Council on the Aging, Inc., Sponsor, John F. Kennedy Family Service Center, Boston, Mass., Older Worker Training and Employment Program, (see separate abstract of this report); 82-19-26 and 82-22-66-19—National Council on the Aging, Inc., Sponsor; Health and Welfare Council of Baltimore; Baltimore, Md.; Demonstration On-the-job Training Program for Workers over 50; 82-04-29—United Community Fund, and successor, United Bay Area Social Planning Council, San Franciso, Calif., Project 60; 82-13-31—Notre Dame University, South Bend, Ind., Conference on Project ABLE, (see MDS 28-64, above); 82-10-56—Golden Age Employment Service, Atlanta, Ga. and 82-09-66-84—United States Employment Service, Georgia State Employment Service, Atlanta, Ga., Project HIRE (Help Initiate Renewed Employment); 82-34-66—National Council on the Aging, Inc., Sponsor, Cleveland Welfare Federation, Cleveland, Ohio, Project for 50's; 82-32-71—National Council on the Aging, Inc., Sponsor, Buncombe County Committee on the Aging, Asheville, N. C., Project GROW (Growth for Rural Older Workers); 82-34-66-10—National Council on the Aging, Inc., Sponsor, University of Wisconsin, Center for Studies in Technical and Vocational Education, Madison, Wis., Evaluation of projects conducted under contracts MDS 25-64, 82-19-26, 82-32-71, and 82-20-20 (see above); 82-09-66-82—United States Employment Service, with Kentucky Department of Employment Security, Louisville, Ky. and California Department of Employment, Sacramento, Calif., Older Worker Demonstration Project, (see separate abstract of this report); 82-07-66-105—Community Progress, Inc., New Haven, Conn., Adult Work-training Program, (see separate abstract of this report).
1968

NTIS PB202482/AS

3-192 The Alpine Project (A Test of Three Techniques for Assisting Chronically Unemployed Older Workers)

JEWISH VOCATIONAL SERVICE, INC.
CHICAGO, ILL.

Contract 82-15-67-55
Project completed fiscal year 1970

Descriptors: OLDER WORKERS; CHRONICALLY UNEMPLOYED; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; COUNSELING; JOB PLACEMENT

The Alpine Project was designed to test techniques to assist 300 chronically unemployed older workers in obtaining employment. These men and women were 45 to 65 years old and had been unemployed for at least 15 weeks.

The clients were assigned to three basic groupings: (1) A rehabilitation workshop for evaluation, work adjustment, group counseling, and job referral and placement; (2) a prevocational training and group counseling program with job-hunting, referral, and placement services; and (3) a vocational counseling program with immediate referral and placement service. Sixty-seven percent of the enrollees obtained employment through the Alpine Project or independently through their own efforts. Of these, 70 percent were still working (not necessarily at the same job) 6 months after initial placement.

The major findings of the project were: (1) Substantial numbers of chronically unemployed older persons in the community did not know where to obtain guidance or job-related training; (2) chronically unemployed older workers were often unrealistic about their vocational abilities and about available employment: (3) female clients were generally less work-ready than men, yet they had much higher employment expectations; and (4) twice as many clients in the three treatment groups obtained employment as those in control or comparison groups.
1970

NTIS PB199178/AS

3-193 Placement of Unemployed Middle-Aged Workers in San Diego, California

SAN DIEGO STATE COLLEGE
SAN DIEGO, CALIF.

Oscar J. Kaplan

Grant 91-05-68-32
Project completed fiscal year 1972

Descriptors: MIDDLE-AGED WORKERS; PUBLIC EMPLOYMENT SERVICE; CALIFORNIA, SAN DIEGO

This report presented data for 1,428 persons aged 40 and over who registered for work with the San Diego office of the California Department of Employment in early 1968. The researcher also interviewed persons who were familiar with existing employment programs for unemployed workers. His recommendations implied that he found shortcomings in the programs.
1972

NTIS PB196644/AS

3H 5. PERSONS NEEDING SUPPORTED EMPLOYMENT

3-194 Employment and Addiction: Perspectives on Existing Business and Treatment Practices

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

I. Ira Goldenberg

Grant 92-25-71-05
Project completed fiscal year 1973

Descriptors: DRUG USERS; HIRING PRACTICES; REHABILITATION; MASSACHUSETTS, BOSTON

The investigator examined business practices concerning drug use by employees and employer relationships with employment and training and drug addiction control agencies, to develop models for coordinated employer-manpower development-drug rehabilitation activities aimed at enhancing employment stability of drug users and ex-addicts.

To accomplish this, the investigator worked with several drug rehabilitation programs in the Boston area to collect and analyze information on the vocational backgrounds of clients, the employment and training services provided, and other areas related to employment of such persons. In addition, he canvassed several employers for information on their policies, attitudes, and experiences concerning the hiring and retention of addicts and ex-addicts, and relationships with addiction control treatment agencies.

It was found that drug programs and employers were largely uninvolved in the employment needs of drug users and ex-users, and that there were no operating models through which these needs were being met in the Greater Boston area. While all three groups surveyed (drug program personnel, employers, and users and ex-users) felt that drug rehabilitation programs should help clients get jobs, in practice drug programs did not see vocational training or job placement as an important part of the rehabilitation process, and employers excluded people with a history of drug problems in the belief that they constituted bad business risks and endangered the productivity of the company.

Several models for improving the situation were outlined, along with suggestions for future areas of research.
August 1972

NTIS PB211650/AS

3-195 The Pioneer Messenger Service

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Gary Walker

Contract 82-36-71-09
Project completed fiscal year 1974

Descriptors: DRUG USERS; SUPPORTED EMPLOYMENT; TRANSITION TO WORK; ALCOHOLICS; CORRECTIONS; WORK ENVIRONMENT; NEW YORK, NEW YORK

The contractor determined the effectiveness and costs of a program creating supported employment for chronic alcoholics and addicts.

The project: (1) Developed and operated an enterprise, under the auspices of a nonprofit agency, to provide employment at regular wages for chronic alcoholics and addicts; (2) determined the extent to which such an activity could, after its developmental stage, generate income for its continuation, and the extent to which it would require continuing support; (3) determined the degree to which various participants could perform in low-stress employment situations and/or progress to competitive employment; (4) analyzed the operational practicalities of such an enterprise to develop guides for possible expansion of this type of job creation; and (5) explored the processes involved in obtaining continuing financing from agencies and organizations which would normally maintain these individuals. Participants were drug addicts who had been unable to maintain regular employment in the community.

The demonstration indicated that the single most important element in providing the stability necessary for an individual to avoid his previous life of crime and addiction was the availability of low-stress employment. Counseling, group therapy, and psychological testing had little relation to the participants' work success. The existence of an environment wherein such work success was maximally induced and experienced by the individual as an indicator of his own well-being and ability to cope with problems of living appeared to be the key element to rehabilitation.
April 1972

NTIS PB214575/AS

3-196 Supported Employment Projects in the Public Sector

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz

Grant 92-36-72-02 and 92-36-72-12
Project completed fiscal year 1978

Descriptors: DRUG USERS; CORRECTIONS; WELFARE RECIPIENTS; SUPPORTED EMPLOYMENT; ALCOHOLICS; PUBLIC EMPLOYMENT PROGRAMS; WORK ENVIRONMENT

This project examined the feasibility and potential of public service supported work programs for individuals with addiction, alcoholic, and offender backgrounds who are unable to remain successfully employed. It assessed the effectiveness of such programs, the problems encountered in their operation, and their impact upon this special group.

The grantee, with financial assistance from the City of New York, conducted three public service projects employing ex-offenders and ex-addicts—building/monument restoration and cleaning, newspaper recycling, and sidewalk repair and paving. The situations included onsite counseling, specialized employee orientation and training, and other supportive services.

FIRST ANNUAL RESEARCH REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
October 1973
ETA LIMITED DISTRIBUTION

WILDCAT: THE FIRST TWO YEARS

Lucy N. Friedman
November 1974
ETA LIMITED DISTRIBUTION

THIRD ANNUAL REPORT ON SUPPORTED EMPLOYMENT

Lucy N. Friedman
December 1975
ETA LIMITED DISTRIBUTION

3-197 RETAINING PROBLEM DRINKERS ON THE JOB

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Wallace Mandell and Carl J. Schramm

Grant 21-24-73-23
Project completed fiscal year 1977

Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT COOPERATION; JOB PERFORMANCE; LITERATURE REVIEW; MARYLAND, BALTIMORE

This project developed a model system of linkages among management, labor, treatment resources, and health insurers in a community for the early identification, treatment, and retention of problem drinkers on the job. This approach offered an alternative in labor-management grievance procedures to firing employed problem drinkers.

Large companies, unions, and government agencies in the Baltimore area identified and referred problem drinkers for diagnosis and treatment at a center operated by the project. Including 11 employers with a combined work force of 130,000 workers, this project was among the first large-scale, multiemployer, multiunion cooperative alcoholism treatment programs in the country.

The central treatment clinic, called the Employee Health Program (EHP), compiled data on the characteristics of individuals threatened with job loss because of alcohol abuse, examined how alcohol abuse and work are related, and evaluated the effectiveness of alternative approaches to treating alcohol abuse in an industrial setting. The demonstration also sought to determine whether an outpatient alcoholism treatment program could become financially self-sustaining through reimbursement of costs by industrial health insurance carriers. By the close of the project, EHP had treated over 500 workers for alcoholism.

Research under the project was concerned with such issues as the effects of treatment on job stability, results achieved by different means of referring employees for treatment, how attitudes and other characteristics of individuals affect their drinking habits, differences between drinkers and nondrinkers, and whether providing treatment for alcoholic employees is more efficient than alternative ways of dealing with the problem. Referred individuals were surveyed at intake, prior to termination, and again in a later followup. Some supervisors were interviewed. Additionally, comparison data were developed from individuals not in treatment but from the same firms.

The median age of EHP referrals was 43 years, almost all of them were male, and 60 percent were black. More than half of the employees referred for treatment were blue-collar laborers or operatives and considered themselves to be occupationally immobile. Most of them performed highly defined tasks interdependent with the work of others and worked under supervision. These lower status workers were identified as needing treatment in numbers much higher than their percentage in the work force. Absentee rates of referred workers ranged from 4 to 8 times higher than the rates of their employers' work force as a whole. At the time of referral about 1 out of 8 had already been suspended or fired from their jobs. Most employees referred for treatment were in a relatively advanced and severe stage of alcohol abuse.

Some of the major findings of the project included: As of February 1976, 12 to 30 months after the original referral, 81 percent of the treatment groups were still working for the same employer.

Most persons following through on treatment were married and had some religious affiliation; were between the ages of 35 to 54 years; were heavy drinkers for 5 to 19 years prior to treatment; and were employed as professionals, service workers, or laborers.

There were almost no differences in dropout rates between clients who were self-referrals and others who had been pressured into treatment by the prospect of job loss.

The incidence of withdrawing from treatment, even at the risk of job loss, was greater among younger workers, who also reported greater job dissatisfaction.

Those who viewed their drinking as a moderately serious or serious problem, and who believed their referral for treatment was appropriate, most often continued in treatment.

The rate of job retention experienced by workers who continued in treatment was considerably higher than the rate for those who terminated treatment before a year.

LITERATURE REVIEW

EHP WORKING PAPER NO. 6

Carl J. Schramm and Robert DeFillippi

Report Descriptors: JOB RETENTION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; JOB PERFORMANCE; LITERATURE REVIEW; MARYLAND, BALTIMORE; BIBLIOGRAPHIES
Available from School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

ESTIMATING COSTS OF ALCOHOLISM

EHP WORKING PAPER NO. 10

Carl J. Schramm
January 1975

Report Descriptors: REHABILITATION; ALCOHOLICS; COST EFFECTIVENESS; FEASIBILITY STUDY; JOB PERFORMANCE; MARYLAND, BALTIMORE
Available from School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

COLLECTIVE BARGAINING AND ALCOHOLISM

EHP WORKING PAPER NO. 9

Carl J. Schramm
October 1974

Report Descriptors: JOB RETENTION; REHABILITATION; ALCOHOLICS; COLLECTIVE BARGAINING; FRINGE BENEFITS; JOB PERFORMANCE; MARYLAND, BALTIMORE
Available from School of Hygiene and Public Health, The Johns Hopkins University, 615 North Wolfe Street, Baltimore, Md.

EMPLOYEE HEALTH PROGRAM VIDEO-TAPE DOCUMENTATION

Stan Hankin and Caroll Cuddy
August 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT COOPERATION; JOB PERFORMANCE; FILMS
ETA WILL LOAN TO REGIONAL DOL OFFICES AND CETA PRIME SPONSORS; OTHERS MAY PURCHASE COPIES AT REPRODUCTION COST.

"ALCOHOLISM AND THE WORKPLACE"

MANPOWER MAGAZINE; VOL. 7, NO. 2; FEBRUARY 1975

Ronald E. Jones
February 1975

Report Descriptors: JOB RETENTION; REHABILITATION; JOB

STABILITY; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; COST EFFECTIVENESS; FRINGE BENEFITS; FEASIBILITY STUDY; LABOR-MANAGEMENT COOPERATION; JOB PERFORMANCE
ETA

EMPLOYEE HEALTH PROGRAM RESEARCH WORKING PAPERS

APPENDICES

Carl J. Schramm, Wallace Mandell, and Janet Archer
May 1976

Report Descriptors: ALCOHOLICS; COST EFFECTIVENESS; COLLECTIVE BARGAINING; QUESTIONNAIRE; FRINGE BENEFITS

WORKERS WHO DRINK: THEIR TREATMENT IN AN INDUSTRIAL SETTING

Carl J. Schramm, Wallace Mandell, and Janet Archer
May 1978

Report Descriptors: JOB RETENTION; REHABILITATION; SUPPORTIVE SERVICES; ALCOHOLICS; COLLECTIVE BARGAINING; JOB PERFORMANCE; FEASIBILITY STUDY; JOB STABILITY; FRINGE BENEFITS; LABOR-MANAGEMENT COOPERATION; MARYLAND, BALTIMORE
Available from D.C. Heath and Co.—Lexington Books, 125 Spring St., Lexington, Mass. 02173.

3-198 SUPPORTED EMPLOYMENT PLANNING GRANT IN ATLANTA

ATLANTA URBAN LEAGUE
ATLANTA, GA.

Lyndon Wade

Grant 12-13-74-06
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; GEORGIA, ATLANTA

The objective of this project was to determine the feasibility of supported work programs for individuals who, because of their past work histories, were unable to secure and maintain regular employment. The basic feature of the supported work concept was a controlled, low-stress work environment for individuals who were not ready for entry into the competitive labor market. On the basis of the supported work model developed by the Vera Institute of Justice, (see grants 92-36-72-02 and 92-36-72-12),the Employment and Training Administration undertook a national test of the supported work concept to determine its replicability in other jurisdictions. Target populations were limited to youth, female welfare heads of households, ex-offenders, and ex-addicts.

3-199 SUPPORTED EMPLOYMENT PLANNING GRANT IN PORTLAND

CITY OF PORTLAND, HUMAN RESOURCES BUREAU
PORTLAND, OREG.

Charles R. Jordan, City Commissioner

Grant 12-41-74-01
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OREGON, PORTLAND

See description of grant 12-13-74-06.

3-200 SUPPORTED EMPLOYMENT PLANNING GRANT IN THE BOSTON AREA

STATE OF MASSACHUSETTS, TECHNICAL DEVELOPMENT CORPORATION
CONCORD, MASS.

David Dayton

Grant 12-25-74-02
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MASSACHUSETTS, BOSTON AREA

See description of grant 12-13-74-06.

3-201 SUPPORTED EMPLOYMENT PLANNING GRANT IN HARTFORD

THE GREATER HARTFORD PROCESS, INC.
HARTFORD, CONN.

Robert Patricelli

Grant 12-09-74-03
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CONNECTICUT, HARTFORD

See description of grant 12-13-74-06.

3-202 SUPPORTED EMPLOYMENT PLANNING GRANT IN UTAH

STATE OF UTAH, OFFICE OF STATE PLANNING COORDINATOR
SALT LAKE CITY, UTAH

Burton Carlson

Grant 12-49-74-04
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; UTAH, SALT LAKE CITY; UTAH, OGDEN

See description of grant 12-13-74-06.

3-203 SUPPORTED EMPLOYMENT PLANNING GRANT IN OAKLAND

SPANISH-SPEAKING UNITY COUNCIL OF ALAMEDA COUNTY
OAKLAND, CALIF.

Henry M. Mestre

Grant 12-06-74-05
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, OAKLAND; CALIFORNIA, ALAMEDA COUNTY

See description of grant 12-13-74-06.

3-204 SUPPORTED EMPLOYMENT PLANNING GRANT IN JERSEY CITY

PATRICK HOUSE DRUG ABUSE AND FAMILY HEALTH CENTER, CITY OF JERSEY CITY
JERSEY CITY, N.J.

Francis E. Shiller

Grant 42-34-74-06
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, JERSEY CITY

See description of grant 12-13-74-06.

3-205 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEWARK

STATE OF NEW JERSEY, OFFICE OF NEWARK STUDIES
NEWARK, N.J.

Jack Krauskopf

Grant 42-34-74-07
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; NEW JERSEY, NEWARK

See description of grant 12-13-74-06.

3-206 SUPPORTED EMPLOYMENT PLANNING GRANT IN OHIO

STATE OF OHIO, OFFICE OF POLICY RESEARCH
COLUMBUS, OHIO

John B. Olsen

Grant 12-39-74-07
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; OHIO, COLUMBUS; OHIO, SPRINGFIELD

See description of grant 12-13-74-06.

3-207 SUPPORTED EMPLOYMENT PLANNING GRANT IN DETROIT

CITY OF DETROIT, MAYOR'S OFFICE OF MANPOWER
DETROIT, MICH.

Ralph Rosenfeld, Director

Grant 12-26-74-08
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; MICHIGAN, DETROIT

See description of grant 12-13-74-06.

3-208 SUPPORTED EMPLOYMENT PLANNING GRANT IN SAN FRANCISCO

CITY AND COUNTY OF SAN FRANCISCO, OFFICE OF MANPOWER
SAN FRANCISCO, CALIF.

Eunice Elton

Grants 12-06-74-09 and 42-06-74-13
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; CALIFORNIA, SAN FRANCISCO

See description of grant 12-13-74-06.

3-209 SUPPORTED EMPLOYMENT PLANNING GRANT IN NEW ORLEANS

CITY OF NEW ORLEANS
NEW ORLEANS, LA.

Robert Tucker

Grants 12-22-74-10 and 42-22-74-05
Project completed fiscal year 1975

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH; LOUISIANA, NEW ORLEANS

See description of grant 12-13-74-06 above.

3-210 SUPPORTED EMPLOYMENT DEMONSTRATION PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.
AND
MATHEMATICA, INC.
PRINCETON, N.J.

William J. Grinker

Grant 33-36-75-01
Project still in progress

Descriptors: DRUG USERS; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHRONICALLY UNEMPLOYED; CORRECTIONS; SUPPORTED EMPLOYMENT; YOUTH

The overall objectives of this grant are to: (1) Determine the feasibility and potential of supported employment programs for ex-offenders, ex-addicts, welfare heads of households, and unemployed out-of-school youth who because of their backgrounds and work histories are unable to secure and maintain regular employment; (2) analyze and document the procedures and processes by which 15 jurisdictions can provide large-scale, low-stress employment not otherwise available to such individuals on a permanent basis; (3) conduct an indepth research study to determine the role of supported employment in a comprehensive employment strategy that deals with dependency populations; and (4) examine and evaluate the macro- and micro-economic economic and social implications of an expansion of supported employment programs to national scale.

The grantee will, in conjunction with the board of directors and the relevant Federal agencies, select and subcontract with 15 jurisdictions to operate 3-year supported employment programs. Each project will provide group work situations; onsite counselors; specialized employee training, motivation, and orientation; a full range of support services; and a job creation

and development component. Additionally the grantee will supervise the implementation of the overall research component and will subcontract with Mathematica, Inc. Approximately 5,600 subjects will be involved to carry out the specified research design.

HIGHLIGHTS OF SITE ACTIVITIES DURING THE PLANNING PERIOD OF THE SUPPORTED WORK DEMONSTRATIONS

William J. Grinker and Bernard Lefkowitz
June 1976
ETA LIMITED DISTRIBUTION

SUMMARY OF THE FIRST ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION

William J. Grinker and Martha Fay
December 1976
ETA LIMITED DISTRIBUTION

SECOND ANNUAL REPORT ON THE NATIONAL SUPPORTED WORK DEMONSTRATION

William J. Grinker and Martha Fay
April 1978

NTIS PB284334/AS
ETA LIMITED DISTRIBUTION

IMPLEMENTING SUPPORTED WORK

Joseph Ball
May 1978
ETA LIMITED DISTRIBUTON

3H 6. PRISONERS, OFFENDERS, AND EX-OFFENDERS

3-211 RESTORATION OF YOUTH THROUGH TRAINING

STATEN ISLAND MENTAL HEALTH SOCIETY, INC.
STATEN ISLAND, N.Y.

Wallace Mandell and Clyde E. Sullivan

Contract MDTA 18-64
Project completed fiscal year 1967

Descriptors: OFFENDERS; YOUNG MEN; OCCUPATIONAL TRAINING; SUPPORTIVE SERVICES; TRAINING EFFECTIVENESS AND IMPACT

A training program at Rikers Island, undertaken and financed by the New York City Department of Correction, gave occupational training before release to 112 young inmates, aged 16 to 21 years. The research study was concerned with the implications of such training for the future careers of the youth.

An experimental group was trained as operators of electronic data processing equipment. The training was on a full-time, 6-day-a-week schedule combining job training, literacy instruction, and self-management counseling. Placement services, counseling and guidance, and family referral services were also provided during the postrelease period, and the experiences of the trainees were compared with those of a matched control group of 127 young men. Both the experimental group and the control group had to pass an aptitude test designed for electronic data processing jobs, and attain an I.Q. score of 80 or more on the revised Beta test.

The findings of this project indicated that meaningful vocational training could be given in a local jail, even though the inmates were serving relatively short terms. Although nearly all trainees were school dropouts, they were capable of absorbing technical training. After at least a year's experience in the community, almost twice as many trainees as controls were with the same company. Perhaps more importantly, twice as many had been promoted on their jobs. Recidivism among the trainee group was significantly lower than among the control group, although the postrelease periods ranged from 1 to 3 years.
1967

NTIS PB175609/AS
Also available from ERIC—ED 016138; U.S. Department of Labor Program Report No. 10, 1968

3-212 THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

REHABILITATION RESEARCH FOUNDATION
MONTGOMERY, ALA.

John M. McKee and Michael A. Milan

Grants 82-01-07, 82-01-67-36, 82-01-69-06, and 21-01-73-38
Project completed fiscal year 1975

Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; INDIVIDUALIZED INSTRUCTION; BONDING ASSISTANCE; EMPLOYMENT SERVICE STAFF; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; MOBILITY ASSISTANCE

The Experimental Manpower Laboratory for Corrections (EMLC) grew out of the Draper Project, a 3-year experimental and demonstration prisoner training project. The laboratory was built on the knowledge gained from the Draper Project, conducted experimental studies to measure the impact of given types of programing, and clarified further problems that impeded rehabilitation. The laboratory developed and tested new program intervention strategies which appeared effective in increasing a trainee-prisoner's ability to meet the demands of a "free world."

The laboratory experimented with the token economy approach as a means for reinforcing desirable social traits among trainees and used behavior modification techniques to train correctional officers as change agents in the rehabilitation process. The laboratory also acted as a central resource unit for the experimental and demonstration bonding program in the various prisoner training projects throughout the country, and this effort helped to pave the way for a smooth transition from a group of experimental projects to the Labor Department's Federal Bonding Program, now operating on a nationwide basis through 2,400 public employment service offices.

The EMLC started its fourth phase of operation in March 1973, completing the token economy and correctional officer projects, as well as longitudinal studies of inmate-trainees at the Draper Correctional Center. The EMLC implemented and tested the "Draper Model" of behavior modification at a juvenile corrections facility (Mt. Meigs) and tested the feasibility of a community assistance model for released prisoners, in cooperation with the University of Alabama at Tuscaloosa.

The principal findings of the laboratory were reported in numerous documents, monographs, reports, research briefs, and articles in professional journals, as well as at various conferences and meetings. Its primary medium of dissemination has been a bimonthly newsletter, *Pacesetter*, which included summaries of its own work, of other Manpower Administration efforts, and of work in the corrections field in general. This was distributed to over 3,000 people in the corrections and rehabilitation field. A companion piece, *Intervene*, was published bimonthly, primarily as a house organ for the Draper Center correctional staff and prisoners, in an attempt to involve the prisoners with the prison and training staff.

EMLC conducted a number of studies, among which were those determining: (1) The employment barriers that face ex-offenders in various industries; (2) the usefulness of labor mobility and bonding assistance upon release; and (3) the perceptions of prisoners, correctional officers, MDTA instructors, and employment service personnel about MDTA prisoner training programs conducted in the Draper Correctional Center.

In designing training programs for inmates, the EMLC developed and prepared a manual on an Individually Prescribed Instruction (IPI) System for the delivery of basic education. This has since been installed at a number of places in the prison system of Georgia, and was the basis of a project which

extended it to vocational education (see contract 82-25-71-10). Also developed and now ready for export is an Individualized Reading Instruction System (IRIS), designed to begin with total illiterates and go through grade 12. The laboratory staff developed a final report on the complete laboratory operations for publication in summer 1975.

Information on activities and accomplishments was contained in the periodic reports of the Experimental Manpower Laboratory for Corrections. A partial listing of publications appears in the Phase II report; the full listing and copies of reports can be obtained by writing the Experimental Manpower Laboratory for Corrections, Rehabilitation Research Foundation, P.O. Box 3587, Montgomery, Ala. 36109.

THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: SUMMARY REPORT ON PHASE ONE: SEPTEMBER 1, 1968 TO MARCH 1, 1970

John M. McKee
March 1970

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; BONDING ASSISTANCE; MOBILITY ASSISTANCE

NTIS PB211729/AS

THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS, FINAL REPORT ON PHASE TWO, MARCH 1, 1970 TO AUGUST 31, 1971

John M. McKee
August 1971

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB211730/AS

GUIDE FOR EMPLOYMENT SERVICE COUNSELORS IN CORRECTIONAL MDTA PROGRAMS

John M. McKee and Betty Chapman Pennington
June 1972

Report Descriptors: CORRECTIONS; EMPLOYMENT SERVICE STAFF; JOB DEVELOPMENT; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB212289/AS

BONDING ASSISTANCE DEMONSTRATION PROJECT IN PRISONER TRAINING PROGRAMS

Robert R. Smith
September 1972

Report Descriptors: BONDING ASSISTANCE; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES
ETA

A MANUAL FOR THE USE OF THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) IN CORRECTIONS: THE PREDICTION OF CRIMINAL BEHAVIOR

W. O. Jenkins and W. Lee Sanford
October 1972

Report Descriptors: CORRECTIONS; TESTING; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB223924/AS

THE MEASUREMENT AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM: THE ENVIRONMENTAL DEPRIVATION SCALE (EDS) AND THE MALADAPTIVE BEHAVIOR RECORD (MBR)

W. O. Jenkins and others
December 1972

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; ENVIRONMENTAL DEPRIVATION SCALE (EDS); HANDBOOKS

NTIS PB213738/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): A SCALE FOR THE ANALYSIS AND PREDICTION OF COMMUNITY ADJUSTMENT AND RECIDIVISM OF OFFENDERS

Marlin Barton and W. O. Jenkins
January 1973

Report Descriptors: CORRECTIONS; TESTING; MALADAPTIVE BEHAVIOR RECORD; HANDBOOKS

NTIS PB222949/AS

EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS: PHASE III FINAL REPORT

John M. McKee
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES

NTIS PB220216/AS

CORRECTIONAL OFFICER TRAINING IN BEHAVIOR MODIFICATION: FINAL REPORT, 1970-1973

Robert R. Smith, W. O. Jenkins, and L. A. Hart
June 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; TECHNICAL TRAINING

NTIS PB222301/AS

A LONGITUDINAL FOLLOWUP INVESTIGATION OF THE POST-RELEASE BEHAVIOR OF PAROLED OR RELEASED OFFENDERS

W. O. Jenkins and others
February 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; LONGITUDINAL SURVEYS

PROGRESS REPORT ON PHASE IV: MARCH THROUGH JUNE 1973

John M. McKee
July 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES
ERIC—CE001197

PHASE IV, INTERIM FINAL REPORT: THE EXPERIMENTAL MANPOWER LABORATORY FOR CORRECTIONS

John M. McKee
January 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES
ETA

INDIVIDUALIZED READING INSTRUCTIONAL SYSTEM (IRIS)

Paul W. Cayton and Norma B. Brewer
August 1973

Report Descriptors: BASIC EDUCATION; TRAINING; INDIVIDUALIZED INSTRUCTION; HANDBOOKS; PROGRAMED INSTRUCTION; INSTRUCTIONAL MATERIALS

NTIS PB236431/AS

BEHAVIORAL INTERVIEW GUIDE (BIG)

A. D. Witherspoon, E. K. deValera, W. O. Jenkins, and W. Lee Sanford
December 1973

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; HANDBOOKS

NTIS PB236205/AS

THE POST-PRISON ANALYSIS OF CRIMINAL BEHAVIOR AND LONGITUDINAL FOLLOWUP EVALUATION OF INSTITUTIONAL TREATMENT

W. O. Jenkins and others
February 1974

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; EXPERIMENTAL MANPOWER LABORATORIES; TESTING

NTIS PB236413/AS

THE WEEKLY ACTIVITY RECORD (WAR): A MEASURE OF TIME ALLOCATION IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins and others
March 1974

Report Descriptors: CORRECTIONS; COUNSELING AND GUIDANCE; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB236268/AS

THE MALADAPTIVE BEHAVIOR RECORD (MBR): THE ROLE OF MALADAPTIVE REACTION PATTERNS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins and others
April 1974

Report Descriptors: MALADAPTIVE BEHAVIOR RECORD; CORRECTIONS; TESTING

NTIS PB236213/AS

A SURVEY OF EX-OFFENDER EMPLOYMENT POLICIES IN AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, Larry F. Wood, and Michael A. Milan
May 1974

Report Descriptors: HIRING PRACTICES; CORRECTIONS
ETA

A SURVEY OF THE STUDY-RELEASE POLICIES OF AMERICAN CORRECTIONAL AGENCIES

Robert R. Smith, John M.McKee, and Michael A. Milan
May 1974

Report Descriptors: CORRECTIONS; EDUCATION

NTIS PB236618/AS

THE LAW ENCOUNTER SEVERITY SCALE (LESS): A CRITERION FOR CRIMINAL BEHAVIOR AND RECIDIVISM

A. D. Witherspoon, E. K. deValera, and W. O. Jenkins
August 1973

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT

NTIS PB236852/AS

AN INDIVIDUALLY PRESCRIBED INSTRUCTIONAL SYSTEM

VOL. 1, INTRODUCING THE IPI SYSTEM

John M. McKee
August 1971

Report Descriptors: INDIVIDUALIZED INSTRUCTION; BASIC EDUCATION; HANDBOOKS; PROGRAMED INSTRUCTION

NTIS PB203021/AS

VOL. 2, PRESCRIBING CATALOG

John M. McKee
August 1971

NTIS PB203022/AS

VOL. 3, TESTS FOR BASIC LANGUAGE AND MATHEMATICAL ARTS PROGRAM

John M. McKee
August 1971

NTIS PB203023/AS

THE ENVIRONMENTAL DEPRIVATION SCALE (EDS): THE ROLE OF ENVIRONMENTAL FACTORS IN THE ANALYSIS AND PREDICTION OF CRIMINAL BEHAVIOR AND RECIDIVISM

W. O. Jenkins
May 1974

Report Descriptors: ENVIRONMENTAL DEPRIVATION SCALE (EDS); CORRECTIONS; ADJUSTMENT
ETA

CORRECTIONAL OFFICER TRAINING PACKAGE IN BEHAVIOR MODIFICATION: SEVENTEEN SELF-INSTRUCTIONAL BOOKLETS WITH INSTRUCTOR'S GUIDE

Robert R. Smith and Betty Chapman Pennington
November 1973

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; COUNSELING AND GUIDANCE; REHABILITATION; HANDBOOKS; PROGRAMED INSTRUCTION

NTIS PB222301/AS

APPLIED BEHAVIOR ANALYSIS AND THE IMPRISONED ADULT FELON, PROJECT I: THE CELLBLOCK TOKEN ECONOMY

Michael A. Milan, Jerry G. Rogers, Larry F. Wood, Lee R. Hampton, Robert L. Williams and John M. McKee
October 1974

Report Descriptors: BEHAVIOR MODIFICATION; CORRECTIONS; EXPERIMENTAL MANPOWER LABORATORIES; INCENTIVES; REHABILITATION

NTIS PB236833/AS
Available from Rehabilitation Research Foundation, P.O. Box BV, Tuscaloosa, Ala. 35401.

3-213 THE VOCATIONAL REHABILITATION OF THE YOUTHFUL OFFENDER

SPRINGFIELD GOODWILL INDUSTRIES, INC.
SPRINGFIELD, MASS.

Contract 82-20-47
Project completed fiscal year 1971

Descriptors: JUVENILE DELINQUENCY; YOUTH; VOCATIONAL REHABILITATION; CORRECTIONS; MASSACHUSETTS

The purpose of this project was to develop a training and placement program for youth under the jurisdiction of the courts, as a prototype for helping communities meet the vocational needs of youthful offenders.

Working with local correction officials, the project served 100 young people (usually on probation). It provided evaluation, counseling, prevocational work adjustment, job development, on-the-job training, and placement. An attempt was made to involve the youth's family deeply in the counseling. In comparison with those who dropped out of the project, those who completed it stayed on the post-project job longer.

The project's success led to dissemination of its manual of operations in 5 New England States at the request of the courts, a request from the Attorney General of Massachusetts to set up guidelines for vocational rehabilitation programs for correctional institutions, and a decision by the State Vocational Rehabilitation Administration to accept youthful offenders as clients.
1971

NTIS PB199385/AS

3-214 PROJECT DEVELOP (DEVELOPING EDUCATIONAL-VOCATIONAL EXPERIENCE FOR LONG-TERM OCCUPATIONAL ADJUSTMENT OF PAROLEES)

NEW YORK STATE DIVISION OF PAROLE
NEW YORK, N.Y.

Contract 82-34-66-71
Project completed fiscal year 1971

Descriptors: PAROLE; YOUTH; CRIME (RECIDIVISM); PROGRAM DESIGN; BONDING ASSISTANCE; SUPPORTIVE SERVICES

Young men who were on parole were the focus of this project, which sought to appraise, motivate, counsel, educate, train, and place them in jobs.

The project: (1) Established an evaluation and diagnostic center to help the young men prepare, plan for, and attain suitable educational and occupational objectives; (2) paid training costs and provided training allowances as required; (3) recruited and trained career consultants to do counseling, vocational guidance, and job placement; (4) used existing educational and training facilities and resources; (5) coordinated activities with related programs and services; and (6) provided fidelity bonding as required. Plans for arranging early release for participants were abandoned because advance commitments could not be made soon enough and parolees were eager to participate in any event.

Compared with a matched control group, fewer participants violated parole or committed a new crime and those who did become recidivists stayed out of trouble longer. The results confirmed other findings that most recidivism occurs within 3 months of release from custody, emphasizing the importance of support during this period. The project also demonstrated that public and private resources can be used for training, unions can be involved, and employers can be persuaded to hire without bonding assistance.

NTIS PB199425/AS

3-215 PROJECT GET SET (GROUP EMPLOYABILITY TRAINING SPECIALIZED EDUCATIONAL TASKS)

THE YOUTH HOUSE, INC.
BRONX, N.Y.

Contract 82-34-66-85
Project completed fiscal year 1971

Descriptors: JUVENILE DELINQUENCY; WORK ATTITUDES; YOUTH; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; ROLE PLAYING

The setting for this project was a detention center for juvenile delinquents who were being held pending court action on the charges against them. To overcome the lack of work orientation in the cultural background of many delinquents, the project used background information on particular work areas, orientation sessions to stimulate interest in particular jobs, field trips on which the youth went behind the scenes to observe the processes and people involved in jobs that interested them, and subsequent role playing of the activities observed in an environment constructed to simulate what they had seen. Feedback sessions among project staff, instructors, personnel of the detention center, and the young trainees were used to modify the curriculum to meet the needs of all concerned and thus induce mutual reinforcement.

Among the trainees freed by the court, almost half went back to school, took a job, or used other community resources, compared with less than a third of an age-matched control group. Further, the AWOL rate on field trips was only one-fourth that in the detention center's secure custody facility. These results suggested that even a short-term work/training experience could help to overcome cultural deprivation in work orientation.

1971

NTIS PB199489/AS

3-216 PROJECT FIRST CHANGE (TRAINING, JOB PLACEMENT, SOCIAL SERVICES, AND HALFWAY HOUSE FACILITIES FOR PRISON INMATES)

SOUTH CAROLINA DEPARTMENT OF CORRECTIONS
COLUMBIA, S.C.

Contract 82-43-66-98
Project completed fiscal year 1971

Descriptors: PRISONERS; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; PRISON INDUSTRIES; BASIC EDUCATION; REHABILITATION; SUPPORTIVE SERVICES

This early project, which preceded the specific authorization in section 251 of the Manpower Development and Training Act for training prisoners, explored the problems of introducing an MDTA training program into a prison. It also attempted to determine the usefulness of: Incentive payments to counterbalance the prison industry wages; counseling services for the inmate while in prison and upon release, as well as his family; and a halfway house facility for short-term stay upon release from prison.

Most trainees were placed in jobs upon release. In addition, many received prevocational education, and some completed high school, using programed instruction. Generally, those who lived in the halfway house and received the social services and job placement followup did better (as measured by recidivism, rates of pay, and church attendance) than the control groups who either received no training or who had training and no anciliary services.

Project staff was also successful in getting the cooperation of the local Department of Vocational Rehabilitation to accept prisoners on referral (as "socially handicapped") for purchase of tools and the first 2 weeks' "grubstake."

Upon completion of the experimental project, the activity was continued with funding under MDTA section 251.

1971

NTIS PB199443/AS

3-217 A WORK-STUDY PROGRAM FOR SOCIOECONOMICALLY DEPRIVED DELINQUENT YOUTH

VOCATIONAL GUIDANCE ASSOCIATION
HOUSTON, TEX.

Contract 42-7-009-46
Project completed fiscal year 1969

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); OFFENDERS; YOUNG MEN

This program tested the feasibility of developing a specialized program for both in-school and out-of-school juvenile delinquents within the Neighborhood Youth Corps. All of the 303 enrolled in the program had records of performing antisocial acts; all were between the ages of 15 and 21. No significant differences in characteristics between this group and other NYC enrollees were evident except the delinquency records and the high percent of men.

Experience suggested that delinquent youth could be served by NYC programs, but need intensive individual attention, preferably from a specialized staff familiar with juvenile adjudication systems. Seventy percent of the delinquents in this program had made a positive adjustment by the closing date of the program.

1969

NTIS PB199442/AS

3-218 PROJECT REJOIN (USE OF RESIDENTIAL PROGRAMS TO PROVIDE SOCIAL AND VOCATIONAL ADJUSTMENT FOR ADOLESCENT GIRLS)

VILLA LORETTO SCHOOL
PEEKSKILL, N.Y.

Contract 82-34-67-63
Project completed fiscal year 1971

Descriptors: YOUNG WOMEN; RESIDENTIAL JOB CENTERS; JUVENILE DELINQUENCY; SIMULATION; VOCATIONAL TRAINING

In this project, young women between the ages of 15 and 19 referred by the courts and family service agencies participated in a program of vocational training and social adjustment to prepare them to "rejoin" society and find and hold a job. The program was conducted by the Sisters of the Good Shepherd in a residential treatment center. The daily schedule, like that in business and industry, included punching a time clock, coffee breaks, and a 9-to-5 workday, and participants received simulated pay checks. Training was offered in food services, health services, cosmetology, and business subjects, with each trainee spending some time in each course to find out which she preferred. Supplementing the training were extensive testing, prevocational training, remedial education, guidance sessions, field trips, family counseling, part-time work experience, and an "after-care" program.

Some 215 young women participated in at least some of the project's services, and 29 completed training and were placed and another 22 stayed on at the school for part-time training after the project ended. Many of the others were judged to have at best a tenuous chance for initial success in furthering their education or training or at holding a job; they needed a more extended program which was flexible enough to cope with the setbacks which occurred as part of their growth toward rehabilitation.
1971

NTIS PB199528/AS

3-219 THE MANHATTAN COURT EMPLOYMENT PROJECT: PHASE I: A PRE-TRIAL INTERVENTION PROGRAM

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Contract 82-34-68-09
Project completed fiscal year 1972

Descriptors: CRIME; PRETRIAL INTERVENTION; OFFENDERS; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

In an experimental alternative to trial and possible imprisonment for selected arrestees, this project intervened in the criminal justice system just after the defendants' arrest. Project staff, ex-offenders themselves, selected the participants; asked for a 90-day continuance during which the participants were given counseling and help in finding a job or entering a training program, the army, or a school—whatever seemed most appropriate; and, if participants cooperated and showed promise of permanent change, recommended that the charges against them be dismissed. Defendants were eligible if they were between the ages of 16 and 45; unemployed or not earning more than $125 a week; had a verifiable address in New York City; were not charged with a petty offense (punishable by a small fine or a maximum sentence of 15 days), homicide, rape, kidnapping, or arson; and had not spent more than a year at a time in a penal institution.

During the 3-year term of the project, only 2 of the 327 participants who were unemployed when arrested were unemployed when they left the project, and salary levels were raised for many participants. The rearrest record of participants declined from 12 percent during the project's first 22 months to 2.9 percent in the last 6 months despite an increase in recommendations for dismissal of charges from 38.9 percent the first year to 61.4 percent the third year.

The project demonstrated that pretrial programs of counseling and job development could reduce recidivism, the necessary cooperation and support could be obtained to operate such a program within the existing criminal justice system, and former drug addicts and ex-offenders could be effective counselors in such a program.
1972

NTIS PB199128/AS

3-220 PROJECT CROSSROADS (PRE-TRIAL INTERVENTION WITH FIRST OFFENDERS), A FINAL REPORT

THE NATIONAL COMMITTEE FOR CHILDREN AND YOUTH
WASHINGTON, D.C.

Contract 82-34-68-15
Project completed fiscal year 1971

Descriptors: YOUTH; OFFENDERS; PRETRIAL INTERVENTION; BLACKS; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

This report discusses an experimental project for "pre-trial diversion" of young first offenders from the criminal justice process in the courts of the District of Columbia so they could receive intensive employment and training services. During a 90-day continuance of their trial, participants who were released on their own recognizance received counseling, personal assistance, placement in jobs and training, and education services. At the end of that time, project staff recommended, if warranted, that charges be dismissed.

Most project participants were black men who were less than 20 years of age, born in the District of Columbia, and high school dropouts. The staff consisted mainly of VISTA and other volunteers. Some ex-offenders and other nonprofessional persons were used successfully in occupational roles that are traditionally professional.

The project's accomplishments were: (1) Charges were dismissed because of satisfactory participation in the project for three-fourths of the offenders between the ages of 18 and 26 and for two-fifths of the 16- and 17-year-olds; (2) recidivism rates among the older participants were significantly lower than for a matched control group; (3) the older participants had better employment records in the year following their participation than they had previously, whether measured by proportion employed, job tenure, wages, or skill; and (4) the project's benefits to society were estimated to be at least twice its cost (which averaged a little more than $500 per enrollee).

Because of the project's success, it became an independent component of the new Superior Court of the District of Columbia in February 1971.
1971

NTIS PB199131/AS

3-221 OPERATION PATHFINDER

THE MENTEC CORPORATION
LOS ANGELES, CALIF.

S. Stephen Uslan

Contracts 82-05-69-46 and 82-05-70-05
Project completed fiscal year 1972

Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); OPERATION PATHFINDER

This project attempted to: (1) Develop, apply, and test the effectiveness of methods to improve employer skills in dealing with, and at the same time effect desirable changes in the behavior of, disadvantaged employees through "social reinforcement" (SR) techniques and pre-job behavioral training, particularly in the NAB/JOBS system of hiring, training, and

providing supportive services; (2) determine whether juvenile parolees can be developed to function effectively as counselor aids for industry; and (3) collect data and measure whether the methods described above increase job retention and income and reduce recidivism rates of parolees.

The 237 subjects were divided into a control group and four experimental groups, one of which was composed of disadvantaged adults with SR administered by trained supervisors. The remaining three groups were composed of juvenile parolees with differing types and degrees of SR given them by: (1) Trained supervisors and counselors; (2) supervisors only; and (3) counselors only.

It was found that all experimental groups: (1) Retained their initial jobs for a longer period of time; (2) had a longer period of employment in general; (3) had fewer arrests, incarcerations and parole revocations; (4) had less absenteeism and tardiness; and (5) had higher productivity and quality of work than the control group.

Of the nine counselor aids working in the project, four were working (three of them as counselors for the State), three were rearrested, and two were unemployed. Three of the nine were discharged from parole because of their exemplary behavior and two others expected to be discharged shortly for similar reasons.

The supervisory training seminars in behavior modification were found to be useful tools in encouraging and reinforcing desirable work behaviors of enrollees. Supervisors were also regularly visited to reinforce their use of SR and, when necessary and possible, to resolve work problems related to behaviors of project participants.

OPERATION PATHFINDER—SHAPING WORK BEHAVIOR OF EX-OFFENDERS AND OTHER DISADVANTAGED PEOPLE USING SOCIAL REINFORCEMENT TECHNIQUES

S. Stephen Uslan, R. L. Smith, and S. D. Swack
April 1972

NTIS PB209293/AS

JOB BEHAVIORAL ANALYSIS MANUAL

S. Stephen Uslan, R. L. Smith, and S. D. Swack
April 1972

NTIS PB209295/AS

HOW TO TRAIN SUPERVISORS IN BEHAVIOR MODIFICATION

S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

NTIS PB21640/AS

SUPERVISORY WORKBOOK ON BEHAVIOR MODIFICATION

S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

NTIS PB209297/AS

HOW TO MAINTAIN A SOCIAL REINFORCEMENT PROGRAM

S. Stephen Uslan, R. Arkin, and R. L. Smith
April 1972

Report Descriptors: CORRECTIONS; BEHAVIOR MODIFICATION; SOCIAL REINFORCEMENT; OPERATION PATHFINDER; HANDBOOKS

NTIS PB209294/AS

3-222 A Mutual Agreement Program (MAP) to Improve Communication and Coordination Between Paroling Authorities and Inmate Training Programs

AMERICAN CORRECTIONAL ASSOCIATION
COLLEGE PARK, MD.

Leon Leiberg

Grants 89-11-71-01, 89-24-72-02, and 92-24-72-37
Project completed fiscal year 1976

Descriptors: CORRECTIONS; TRAINING PRACTICES

In the demonstration phase, the purpose of this project was to implement three variations of a model to coordinate inmate training, employment, and parole release. In all, the premise was that a contract involving an inmate in corrections and parole was basic; the inmate who achieves the training and behavioral goals of the contract was guaranteed a release date.

Corrections and paroling authorities undertook to develop a training plan with an inmate, and to make such administrative arrangements as were necessary within each State structure to coordinate release with completion of inmate training.

Technical assistance in developing State plans was given to interested States in the utilization phase.

PAROLE (ORIGINS, DEVELOPMENT, CURRENT PRACTICES, AND STATUTES)(RESOURCE DOCUMENT NO. 1—REVISED)

William Parker
1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES; HANDBOOKS; STATE-OF-THE-ART PAPERS

NTIS PB246337/AS
Available from American Correctional Association, 4321 Hartwick Road, College Park, Md. 20740.

PROCEEDINGS: THE NATIONAL WORKSHOP OF CORRECTIONS AND PAROLE ADMINISTRATION, FEBRUARY 20-23, 1972, NEW ORLEANS, LA. (RESOURCE DOCUMENT NO. 2)

Compiled and Edited by Leon Leiberg
1972

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB211188/AS

THE MUTUAL AGREEMENT PROGRAM: A PLANNED CHANGE IN CORRECTIONAL SERVICE DELIVERY (RESOURCE DOCUMENT NO. 3)

Leon Leiberg and William Parker
November 1973

Report Descriptors: TRAINING PRACTICES; CORRECTIONS; HANDBOOKS

NTIS PB211187/AS

PROCEEDINGS: SECOND NATIONAL WORKSHOP ON CORRECTIONS AND PAROLE ADMINISTRATION, SAN ANTONIO, TEXAS (RESOURCE DOCUMENT NO. 4)

Compiled and Edited by Leon Leiberg
1974

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

MAP MARKERS: RESEARCH AND EVALUATION OF THE MUTUAL AGREEMENT PROGRAM (RESOURCE DOCUMENT NO. 5)

James O. Robison
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB246279/AS

PROGRAM IMPLEMENTATION: POLITICS AND POLICY CHANGE (RESOURCE DOCUMENT NO. 6)

Ellen Dunbar
1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

AN EVALUATION SUMMARY OF RESEARCH: MAP PROGRAM OUTCOMES IN THE INITIAL DEMONSTRATION STATES (RESOURCE DOCUMENT NO. 7)

Anne Rosenfeld
April 1975

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB246387/AS

THE LEGAL ASPECTS OF CONTRACT PAROLE (RESOURCE DOCUMENT NO. 8)

Robin Epstein, Sara R. Latz, David Leonard, Patti Nelson, Andre M. Reiman with Rowan K. Klein
March 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB257852/AS

MANUAL: THE PLANNED IMPLEMENTATION OF MUTUAL AGREEMENT PROGRAMMING IN A CORRECTIONAL SYSTEM (RESOURCE DOCUMENT NO. 9)

Stephen D. Minnich
February 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCENTIVES; TRAINING INCENTIVES

NTIS PB252091/AS

3-223 Work Release: Toward an Understanding of the Law, Policy, and Operation of Community-Based State Corrections

SOUTHERN ILLINOIS UNIVERSITY
CARBONDALE, ILL.

Richard M. Swanson

Contract 89-17-71-03
Project completed fiscal year 1973

Descriptors: REHABILITATION; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS; WORK-EXPERIENCE PROGRAMS

Work release programs were examined by comprehensive review of existing legislation and by two surveys: A mail questionaire for a national survey of administrators, and an onsite survey of 50 centers from four contrasting States and the District of Columbia. The study found that: (1) Legislative provisions for resident autonomy and legislative tolerance of resident infractions resulted in positive resident outcomes; (2) departments of correction that used vocational training and prison industries extensively had work release residents with more positive attitudes and dispositions; and (3) work release centers that allowed resident autonomy seemed to produce residents with poorer dispositions for constructive social behavior. Twenty-one recommendations were made and a model work release statute was drafted.

VOL. 1, SUMMARY OF PROCEDURES AND FINDINGS
June 1973

NTIS PB222309/AS

VOL. 2, TECHNICAL REPORTS AND APPENDICES
June 1973

NTIS PB222310/AS

A SURVEY OF STATE CORRECTIONAL WORK RELEASE PROGRAMS
June 1973
Available from Southern Illinois University, Center for the Study of Crime, Delinquency and Corrections, Carbondale, Ill. 62901.

3-224 Community Service Parole Internships

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Grant 92-06-71-04
Project completed fiscal year 1972

Descriptors: ALTERNATIVES TO INCARCERATION; PAROLE; PUBLIC EMPLOYMENT PROGRAMS; OFFENDERS

This project investigated the feasibility of providing an alternative to incarceration by placing prisoners in community service positions in small communities. The final report suggested that the basic idea had merit, although some possible problems in implementation surfaced.
1972
ETA

3-225 Unlocking the Second Gate

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Kenneth J. Lenihan

Contract 82-11-71-45
Project completed fiscal year 1977

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT; MONOGRAPHS; MARYLAND, BALTIMORE

This study attempted to determine whether ex-prisoners would be less prone to commit further crimes if they had some financial support immediately after release from incarceration.

More specifically, the experimental project assessed the impact of financial aid and job placement services in reducing recidivism and/or enhancing subsequent employment among ex-prisoners.

There were 432 ex-prisoners recruited for the project and randomly assigned to one of four groups as follows: (1) Subjects receiving both financial aid and employment assistance; (2) subjects receiving financial aid only; (3) subjects receiving employment assistance only; and (4) a control group of subjects not receiving any services. The subjects were interviewed monthly for a period of 1 year after release with respect to job search, employment patterns, illegal activities, expenditures, and social relations. Results indicated that persons receiving transitional financial aid had a 27-percent lower rearrest rate and a 15-percent higher employment rate than those individuals not receiving such assistance.

Kenneth J. Lenihan and Florence Casey
1977
ETA R&D MONOGRAPH NO. 45

3-226 The "One-A Key Program" (Rehabilitation of Women Offenders)

ONEAMERICA, INC.
WASHINGTON, D.C.

Elaine B. Jenkins

Contract 88-11-72-01
Project completed fiscal year 1973

Descriptors: CORRECTIONS; WOMEN; ONE-A KEY PROGRAM

This project tested the feasibility of using voluntary workers from two community agencies engaged in rehabilitating women offenders, particularly from minority groups, under the administrative coordination of a black-owned and -operated research and consulting organization.

The contractor provided intensive pre- and post-release supportive services in 15 cities to women released from the Federal Reformatory at Alderson, W.Va., through a national public service sorority, Delta Sigma Theta, and the United Church of Christ. During the course of the project the contractor found that potential employers were more interested in the ex-offenders' work skills than in their conviction records.

The project involved 100 women from the Alderson reformatory. The Law Enforcement Assistance Administration (LEAA) and the Bureau of Prisons of the Department of Justice provided major support for the project. A report is available from LEAA.

3-227 Vocational Preparation in U.S. Correctional Institutions: A 1974 Survey

BATTELLE MEMORIAL INSTITUTE
COLUMBUS, OHIO

Girard W. Levy

Contract 89-39-72-01
Project completed fiscal year 1976

Descriptors: CORRECTIONS; WOMEN; MEN; VOCATIONAL TRAINING; REHABILITATION

The study involved a survey of correctional institutions for male and female, adult and juvenile offenders in the United States. Formal vocational training programs, prison industries, and maintenance and service assignments were evaluated for their potential for vocational preparation. Specific information was sought on training goals, programs, practices, numbers participating, staff, and supportive services. Mail questionnaires were sent to all institutions, and site visits were made to 77 institutions. During the site visits, 306 inmates about to be released or paroled were interviewed.

Information was obtained from approximately 70 percent of all institutions. The most significant findings were presented in terms of the need for vocational preparation, the potential currently available, and the weaknesses disclosed. The mail survey results and site-visit interviews established that vocational preparation in correctional institutions was generally inadequate.

The researchers observed that: (1) There was an apparent lack of relationship of job training to individual and local job market needs. (2) Only half of the directors of vocational training programs regarded as important the development of job skills to enable an inmate to obtain employment upon release. (3) Less than half of the inmates who participated in training said that the job waiting for them was related to the training they received in prison. (4) The wardens estimated that 70 percent of the inmates needed to acquire job skills in order to obtain steady outside employment. They also estimated that only 34 percent were likely to acquire sufficient job skills during their stay. (5) Only 4 percent of the inmates participated in work release programs, and only an additional one-half of 1 percent participated in job training programs conducted outside prison. (6) Prisons with job training programs spent, on the average, less than 7 percent of their total budget on vocational training.

Girard W. Levy, Robert A. Abram, and Diane La Dow
December 1975

NTIS PB248950/AS

3-228 Utilization of Findings on Offender Employment Restrictions

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

James W. Hunt

Contract 82-11-72-02
Project completed fiscal year 1976

Descriptors: CORRECTIONS; EMPLOYMENT POLICY; DISCRIMINATION; OCCUPATIONAL LICENSING; OFFENDER EMPLOYMENT RESTRICTION LAWS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

The principal objective of this project was to develop a program to help remove formal barriers to the employment of ex-offenders.

The contractor: (1) Collected pertinent studies, monographs, findings, and results of analyses by the Department of Labor and other organizations and agencies; (2) synthesized and packaged these materials; and (3) developed suggested solutions designed to remove unreasonable barriers to offender employment.

Changes in the laws restricting public employment and/or occupational licensing of ex-offenders were effected in 18 States during the life of the project and with material assistance from it. The contractor was also instrumental in furthering similar bills pending in other States. The project demonstrated further that legislators and employers are amenable to removing arbitrary employment barriers for ex-offenders.

LAWS, LICENSES, AND THE OFFENDER'S RIGHT TO WORK: A STUDY OF STATE LAWS RESTRICTING THE OCCUPATIONAL LICENSING OF FORMER OFFENDERS, INCLUDING A MODEL STATUTE AND ANALYSIS

June 1973

NTIS PB241906/AS

REMOVING OFFENDER EMPLOYMENT RESTRICTIONS: A HANDBOOK ON REMEDIAL LEGISLATION AND OTHER TECHNIQUES FOR ALLEVIATING FORMAL EMPLOYMENT RESTRICTIONS CONFRONTING EX-OFFENDERS

March 1973

NTIS PB242102/AS

CONSTITUTIONAL CHALLENGES TO EMPLOYMENT DISABILITY STATUTES

Robert Plotkin
October 1974

NTIS PB242052/AS

GUIDE TO LEGISLATIVE ACTION

James W. Hunt and James E. Bowers
January 1975

NTIS PB241899/AS

3-229 From Convict to Citizen: Programs for the Woman Offender

DISTRICT OF COLUMBIA COMMISSION ON THE STATUS OF WOMEN
WASHINGTON, D.C.

Virginia A. McArthur

Grant 92-11-72-05
Project completed fiscal year 1975

Descriptors: CORRECTIONS; WOMEN; REHABILITATION; TRAINING PRACTICES

The purposes of this project were: (1) To determine what commonalities, including innovative training methods and techniques, exist among various projects that are rehabilitating women offenders and (2) to disseminate this information among women offender programs.

From observing various women offender training programs in a few major geographic areas, the project identified the

most effective and innovative techniques, including nontraditional job training for women, which would lend themselves to wider implementation. In addition, the principal investigator assessed other techniques used in general offender training programs which may be implemented in women's prisons.
June 1974

NTIS PB236170/AS
Also available from D.C. Commission on the Status of Women, District Building, Rm. 204, 14th and D Streets, N.W., Washington, D.C. 20004.

3-230 The First Decade of Experience: A Synthesis of Manpower R&D Projects in Criminal Justice and Corrections (1963-1973)

CRIMINAL JUSTICE RESEARCH, INC.
CAMBRIDGE, MASS.

Roberta Rovner-Pieczenik

Grant 92-25-72-18
Project completed fiscal year 1973

Descriptors: CORRECTIONS; PLANNING, RESEARCH, AND DEVELOPMENT; MONOGRAPHS; STATE-OF-THE-ART PAPER

This study synthesized and analyzed the conclusions of projects sponsored by the Manpower Administration in order to provide a broader base of knowledge and experience for those engaged in employment and training programing for the criminal offender.

The report covered: (1) A history of the projects; (2) the issues relating to the assessment of project success; (3) a profile of the typical male participant entering an offender project; (4) the training of offenders to equip them with job skills; (5) the placing and retention of offenders in employment; and (6) an examination of the assumptions that underlie programs.
July 1973

NTIS PB220081/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 28

3-231 So You Want to Start a Community Corrections Project

NATIONAL COUNCIL ON CRIME AND DELINQUENCY
WASHINGTON, D.C.

Ann Parker

Grant 92-11-72-32
Project completed fiscal year 1975

Descriptors: CORRECTIONS; YOUTH; STATE AND LOCAL GOVERNMENTS; METHODOLOGY; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS; HANDBOOKS; ALTERNATIVES TO INCARCERATION

A handbook, describing in detail how to develop and operate a community-based correctional program and built on experience with operating such programs, was prepared to guide program developers. The handbook focused primarily on policies and activities prior to actual implementation of a community-based correctional program as well as on the actual operation of such a program.

Ann Parker, Carol MacDonald, and Justus Freimund
November 1974

NTIS PB241436/AS

3-232 The Role of Prison Industries Now and in the Future: A Planning Study

GEORGETOWN UNIVERSITY
WASHINGTON, D.C.

Herbert S. Miller

Grant 21-11-73-33
Project completed fiscal year 1976

Descriptors: PRISON INDUSTRIES; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

Prison industries have been viewed as an important resource for delivering skill training to inmates and in developing good work habits that will help an inmate get and hold a job upon release. Correctional administrators and prison industry managers who have been surveyed indicated that they give these rehabilitative goals top priority for prison industries. These goals, however, are at odds with the characteristics of prison industries as they operate today. Prison industries currently—whether from lack of adequate funding, legal restrictions, administrative expediency, or a combination of these reasons—are characterized by: (1) Production for limited markets; (2) use of outdated equipment; (3) labor-intensiveness; (4) low-skill jobs; (5) short days and over-assignment; (6) lack of competition for jobs; (7) poor management; and (8) low pay for inmates. All of these conditions are dysfunctional for rehabilitation and the development of positive work competencies—good work habits and skill training.

In this study of prison industries, problems in overcoming these deficiences were discussed and alternative ideas for meeting them were examined. Definitive answers were not given, but the nature of the various dilemmas was delineated.

Recommendations included: (1) A suggestion that corrections departments forge new cooperative relationships with private industry and labor unions; (2) the abolition of laws restricting marketing and production by prison industries; and (3) the establishment of a National Commission on Prison Industry Standards, Administration, and Marketing, either independently or with the U.S. Department of Labor and the U.S. Department of Commerce.

Herbert S. Miller, Virginia A. McArthur, and M. Robert Montilla
August 1975

NTIS PB246261/AS

3-233 A Model Assessment and Classification System for Correctional Institutions

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Lowell W. Hellervik

Grant 21-27-73-09
Project completed fiscal year 1975

Descriptors: CORRECTIONS; MEN; WOMEN; SUPERVISION; TESTING; COUNSELING AND GUIDANCE; TRAINING; ASSESSMENT OF APPLICANTS AND TRAINEES

This project developed a model assessment and classification system for male and female adult correctional institutions to: (1) Improve decisions on assignments to vocational training programs and (2) achieve a better match between offenders and their jobs after release. The model is not concerned with custody classifications except as they impact on occupational/training possibilities.

The project included intensive examinations of 14 correctional institutions plus an audit of inmate occupational skills and interests at one institution.

The model combined procedures used in several areas of vocational psychology: Paper and pencil job aptitude testing, work samples and other forms of behavioral simulations of job situations; and individual vocational counseling, and other techniques emerging as relatively structured products achieving wide popularity in business and government as tools for both *identifying* potential supervisors and managers and *specifying developmental steps* they might take to help them reach their potential.
October 1974

NTIS PB241020/AS

3-234 Expansion of Pretrial Intervention Programs

AMERICAN BAR ASSOCIATION
WASHINGTON, D.C.

Arnold Hopkins

Grant 21-11-73-32
Project completed fiscal year 1976

Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; INSTITUTIONAL CHANGE; HANDBOOKS

The purpose of this grant was to stimulate wider adoption of pretrial intervention programs, using local resources and based on findings, recommendations, and experiences of U.S. Department of Labor efforts in this area.

Fifteen cities were selected on the basis of need, receptivity, and potential resources. The goal was to develop 6 to 10 pretrial intervention programs, relying on the resources of local budgets, foundations, and other grant-in-aid resources. Thirteen cities were finally organized to start pretrial intervention programs.

The project acted to: (1) Communicate the values of the program to prosecutors, courts, and social service agencies; (2) explain the practical details of implementation, including safeguards to protect the public interest; and (3) provide handbooks, problem analyses, alternative approaches, and demonstration results.

Technical assistance from the project was welcomed and proved to be effective.

LEGAL ISSUES AND CHARACTERISTICS OF PRETRIAL INTERVENTION PROGRAMS

Michael Biel
April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; HANDBOOKS

NTIS PB242051/AS

DIRECTORY OF CRIMINAL JUSTICE DIVERSION PROGRAMS (REVISED, APRIL 1975)

April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS

NTIS PB241928/AS

DESCRIPTIVE PROFILES ON SELECTED PRE-TRIAL CRIMINAL JUSTICE INTERVENTION PROGRAMS

April 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS
Available from National Pretrial Intervention Service Center, 1800 M St., N.W., Washington, D.C. 20036.

PRETRIAL INTERVENTION STRATEGIES: AN EVALUATION OF POLICY-RELATED RESEARCH AND POLICYMAKER PERCEPTIONS

Roberta Rovner-Pieczenik
1976

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; STATE-OF-THE-ART PAPERS
Available from Lexington Books, Lexington, Mass.

SOURCE BOOK IN PRETRIAL CRIMINAL JUSTICE INTERVENTION TECHNIQUES AND ACTION PROGRAMS

May 1974

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS

NTIS PB266164/AS

LEGAL ISSUES IN ADDICT DIVERSIONS

Harvey S. Perlman and Peter Vaszi
1976

Report Descriptors: PRETRIAL INTERVENTION; CORRECTIONS; DISTRICT OF COLUMBIA; HANDBOOKS
Available from Lexington Books, Lexington, Mass.

3-235 Shared Decisionmaking as a Treatment Tool in Prison Management

THE MURTON FOUNDATION FOR CRIMINAL JUSTICE, INC.
MINNEAPOLIS, MINN.

Thomas O. Murton

Grant 21-27-74-29
Project completed fiscal year 1975

Descriptors: CORRECTIONS; SUPERVISION; WOMEN; ORGANIZATIONAL STRUCTURE; WORKER PARTICIPATION IN MANAGEMENT; METHODOLOGY; ASSESSMENT AND EVALUATION; MEN; EFFECTIVENESS OF PROGRAMS

The project developed an innovative shared decisionmaking model for use in correctional institutions. An extensive review of the correctional literature relative to participatory management, and to a lesser extent educational and industrial literature, resulted in the development of distinct typologies of decisionmaking models. To ascertain the current state of the art, the researcher sent mail questionnaires to all adult institutions known to have some form of council or committee structure.

No evidence was discovered to indicate that research or evaluation had been conducted to assess the effects of participatory management on either the institutions or the participants.

Nonetheless, there was some evidence to indicate that there were some real, measurable positive effects resulting from involving the participants in their own destiny. The "full participatory" model of prison management has never been implemented.

March 1975

NTIS PB240883/AS

3-236 An Analysis of the Federal Bonding Program

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Lawrence Bailis

Contract 20-25-75-01
Project completed fiscal year 1976

Descriptors: BONDING ASSISTANCE; CORRECTIONS; OFFENDER EMPLOYMENT RESTRICTION LAWS

This study analyzed the history and operation of the DOL-sponsored experimental and demonstration bonding programs for ex-offenders that evolved into the Federal Bonding Program. The analysis was based on records of bondees' employment history, followup surveys of bondees and employers, contacts with fidelity insurers, a spot check of claims of default by bondees, and an intensive examination of data on operations in Illinois (presented as a case study).

Wide variations were found in the accuracy, consistency, and availability of data on utilization and results of the bonding program, at least partly because all States did not participate equally in the program. Overall, the *default rate* (i.e., the percentage of the total number of bondees for whom the insurance company had reimbursed an employer for claimed dishonest behavior by the bondee), was under 2 percent. Bondees, who were mostly male, nonwhite, ex-offenders under 34 years of age, were placed mainly in manufacturing, retail, and service industries. Questionnaire responses from employers indicated satisfaction with the job performance of the bondees; however, the standard fidelity bonding practice of most insurance companies continued to exclude ex-offenders from coverage.

SUMMARY

Lawrence Bailis and others
September 1975

NTIS PB246423/AS

VOLUME I: PROGRAM HISTORY

Lawrence Bailis and others
September 1975

NTIS PB248415/AS

VOLUME II: PROGRAM ANALYSIS

Susan Carnduff and others
September 1975

NTIS PB246424/AS

3-237 Transitional Aid Research Project for Ex-Offenders

AMERICAN BAR ASSOCIATION: COMMISSION ON CORRECTIONAL FACILITIES AND SERVICES
WASHINGTON, D.C.

Melvin T. Axilbund

Grant 21-11-75-19
Project still in progress

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

The overall objectives of this grant are to: (1) Coordinate, direct, and assess a two-State demonstration program to test whether transitional financial aid promotes productive community reintegration and reduces recidivism among ex-offenders released from State prisons; (2) determine whether released offenders receiving weekly payments, comparable to unemployment benefits, for stipulated periods have a better record of avoiding new criminal activity than offenders not receiving such direct financial assistance; and (3) ascertain how existing State and Federal legislation on unemployment insurance and corrections, administrative regulations, and agency procedures would need to be adjusted or modified to permit experimentation with transitional financial aid as part of regular correctional and employment and training service operations.

The grantee is providing technical assistance and will chronicle and assess the outcome of the projects. The grantee will also develop legislative and regulatory models for guidance in establishing transitional financial assistance for released offenders and a clearinghouse for information relating to these activities.

See projects funded under grants 20-48-75-44 and 20-13-75-46 for a description of the related demonstration projects in two States.

BACK ON THE STREET—FROM PRISON TO POVERTY (THE FINANCIAL RESOURCES OF RELEASED OFFENDERS)

Robert Horowitz
June 1976

Report Descriptors: CORRECTIONS; LAW ENFORCEMENT; INCOME MAINTENANCE

NTIS PB258880/AS

A COMPARATIVE EVALUATION OF THE BENEFITS FROM THE LIFE PROGRAM

Charles D. Mallar and Craig V. D. Thornton
January 1978

Report Descriptors: INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; CORRECTIONS; EX-PRISONERS; WAGE SUBSIDIES

NTIS PB270622/AS

3-238 An Assessment: The Impact of Providing Financial or Job Placement Assistance to Ex-Prisoners

OFFICE OF THE GOVERNOR OF TEXAS, CRIMINAL JUSTICE DIVISION
AUSTIN, TEX.

Charles L. Smith

Grant 20-48-75-44
Project completed fiscal year 1978

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

This project was conducted simultaneously and in identical manner in both Texas and Georgia. For details of the project, see the Georgia description, grant 20-13-75-46.

AN ASSESSMENT: THE IMPACT OF PROVIDING FINANCIAL OR JOB PLACEMENT ASSISTANCE TO EX-PRISONERS

Charles L. Smith, Pablo Martinez, and Daniel Harrison
May 1978

NTIS PB284782/AS

3-239 Transitional Aid for Ex-Offenders: An Experimental Project in Georgia

GEORGIA DEPARTMENT OF LABOR
ATLANTA, GA.

Warren Harvey

Grant 20-13-75-46
Project completed fiscal year 1978

Descriptors: CORRECTIONS; WAGE SUBSIDIES; SUPPORTIVE SERVICES; INCOME MAINTENANCE; JOB PLACEMENT

The objective of this experimental project was to test the effect of financial assistance (at a level comparable to weekly unemployment compensation) or job placement services on rates of employment and rearrest among ex-offenders. The project involved approximately 2,000 men and women newly released from the Georgia prisons and randomly selected for the study. About 1,000 were active participants, who were interviewed both before and after release. Of this group, nearly 600 received financial assistance—some for 13 and others for 26 weeks. The remaining 400 received no monetary support, but half got job placement services. Another 1,000 persons received no assistance at all and were followed solely by analysis of computerized data.

This project found that employment, rather than financial assistance, was the major deterrent to rearrest. The longer ex-offenders were continuously employed, particularly if they held jobs for a year, the less likely they were to be rearrested. Financial assistance itself had mixed effects. On the one hand, persons receiving unemployment payments tended to work less than others, and the resulting periods of unemployment were associated with greater chances of being arrested for property crimes. On the other hand, the unemployment benefits enabled the former prisoners to conduct better job searches so that, on the average, they obtained better jobs and earned more money.

The job placement practices tested in the study were no more successful than the participants' own efforts to find work. Another finding is that the probability of rearrest was significantly higher for youth under 22 years of age than for any other age group.

Jack L. Stephens and Lois W. Sanders
July 1978

NTIS

3-240 Preparation of Monograph from TARP Project Data Analyzing Project Effects

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Peter H. Rossi

Grant 21-25-77-05
Project still in progress

Descriptors: CORRECTIONS; OFFENDERS; EX-OFFENDERS; INCOME MAINTENANCE; WAGE SUBSIDIES; JOB PLACEMENT; SUPPORTIVE SERVICES; PRISONERS

This undertaking calls for the production of an analytical monograph on the results of the experimental Transitional Aid Research Project (TARP). TARP is providing temporary (13-26 weeks) financial and job placement assistance to over 1,500 randomly selected ex-inmates newly released from State prisons in Georgia and Texas; in addition, 2,400 former prisoners are in the project's control groups. For detailed descriptions of TARP, see grants 21-11-75-19, 20-13-75-46, and 20-48-75-44. On the basis of data generated by the project, the researcher will evaluate the effect of this assistance on rearrest, employment, earnings, family relationships, and other behavioral outcomes; specify conditions under which the effectiveness varies; and identify the subgroups of ex-prisoners for whom the assistance was especially effective.

In addition, the monograph will include descriptions of the administrative components of the experiment and the operational difficulties encountered, giving particular attention to those aspects that are most relevant to proper management of any national program that might be enacted.

3-241 Short-Term Assistance to Preserve Jobs for Accused Citizens: Employment and Crime Project

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Leon Leiberg

Grant 21-11-77-16
Project completed fiscal year 1978

Descriptors: CORRECTIONS; JOB RETENTION; CRIME; OFFENDERS; COUNSELING AND GUIDANCE

This project attempted to develop and test an experimental program using law students to provide short-term services to help defendants before the Superior Court of the District of Columbia keep their jobs. In the feasibility phase of this proposed 3-year effort, the project analyzed the target group to be served and developed a schedule for processing participants. It also surveyed available services for the target group and trained the law student-counselors. About halfway through the first phase, the project carried out a test run on approximately 30 to 50 arrestees to identify the problems involved in perfecting this process. It explored such issues as the feasibility of designing and implementing a program of this nature in and with the court and other offender service agencies; possible gains by the court and other agencies; and the feasibility of using law students as employment counselors. The project also developed some crude research estimates of program success, as well as two handbooks.

TARGET: JOBS

Barbara Kajdan and William Alexander
April 1978

NTIS PB283672/AS
ETA COPIES LIMITED

EMPLOYMENT AND CRIME PROJECT, FINAL REPORT, JUNE 1978

Leon Leiberg, Fran Lazerow, William Alexander, and Nancy Alper
June 1978

NTIS PB283720/AS
ETA COPIES LIMITED

CRIME AND EMPLOYMENT ISSUES

Leon Leiberg and Severa Austin
June 1978
ETA COPIES LIMITED

3-242 Enhancing the Effectiveness of the Federal Bonding Program

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Joanna B. Kennedy

Contract 20-25-77-49
Project still in progress

Descriptors: BONDING ASSISTANCE; OFFENDERS; CRIMINAL JUSTICE PROCESS; EX-OFFENDERS; EMPLOYMENT SERVICE STAFF

The principal objective of this project is to demonstrate that the Federal Bonding Program can serve more people without increasing program costs by tailoring the amount of bond coverage to specific occupational needs, while simultaneously publicizing the program among the most appropriate users. The contractor will: (1) Conduct a management survey of the Federal Bonding Program to determine which current activities are most conducive to operating a successful project; (2) develop a guidebook, based on the survey, showing how to tailor bonds, as well as other program management techniques; (3) prepare and field test pamphlets describing the program for three or four different audiences; and (4) collect data to measure cost savings due to tailoring the amount of bond coverage. In addition, the contractor will conduct the second national Federal Bonding Conference in Washington, D.C., where it will introduce the guidebook and direct workshops on its use and the concept of tailoring.

3-243 The Impact of California Senate Bill 224 on Employment and Recidivism

UNIVERSITY OF CALIFORNIA
SANTA BARBARA, CALIF.

Richard Berk

Grant 21-06-78-58
Project still in progress

Descriptors: CORRECTIONS; CRIME; OFFENDERS; EX-OFFENDERS; INCOME; UNEMPLOYMENT INSURANCE; LABOR MARKET BEHAVIOR; CALIFORNIA

The grantee will analyze the impact of recently enacted California law (Senate Bill 224) providing transitional financial assistance to ex-offenders newly released from the State's prisons and will examine the program established by the law to determine whether: (1) The program is implemented as designed; (2) the program enhances prospects for employment; (3) the program reduces recidivism; and (4) the program is cost effective.

The grantee will follow for up to 18 months after release the experiences of approximately 1,000 ex-offenders receiving financial assistance and about 2,000 who are not recipients of support. The program evaluation will rely heavily on a range of routinely collected official statistics on employment behavior (e.g., quarterly earnings), contact with the criminal justice system (prison records, "rap sheets," crime data), new material

gathered expressly for this research endeavor, and selected interviews conducted by research personnel with the subject population and their parole officers. Data on a host of background variables will also be collected, including age, education, prior record, years in prison, employment and vocational training in prison, job skills, reading ability, etc.

The grantee will document the way in which an actual State-run program operates and how it differs from an experimental endeavor. The grantee will further identify precisely the proportion of eligible persons who take advantage of the financial assistance program and indicate the resulting costs.

3H 7. UNEMPLOYMENT COMPENSATION RECIPIENTS

3-244 PROJECT SPRUCE: SPECIAL PROGRAM OF REHABILITATION FOR UNEMPLOYMENT COMPENSATION EXHAUSTEES

NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, N.Y.

Murray Dorkin

Contract 82-34-69-45
Project completed fiscal year 1972

Descriptors: JOB DEVELOPMENT; PROJECT SPRUCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

The New York State Department of Labor, through the Buffalo employment office, sought to develop new techniques for: (1) Early identification of unemployment insurance (UI) recipients who are likely to remain on UI rolls until exhaustion of benefits; (2) determining what types of individualized, rehabilitative services (such as counseling, testing, training, or relocation) will best help develop reemployment for those UI recipients; and (3) determining whether extra-payment incentives will motivate them to stick with their rehabilitation plan.

The project worked with experimental and control groups of UI claimants who reached their 13th week of unemployment benefits and did not have definite prospects of employment.

More of the participants in the experimental group received counseling, testing, training, medical or vocational (i.e., educational) rehabilitation, job development, job referral, and job placement services than of those in the control group. Furthermore, those in the control group did not receive job search assistance, which was given those in the experimental group.

At the 6-month followup, 55 percent of the experimental group were employed, compared with 46 percent of the control group. There was, however, no significant difference in the percentage of the respective groups who exhausted benefits or in the percentage who claimed extended benefits. The job search assistance was judged to be particularly effective and lasting; 81 percent of those who received such assistance and found jobs were employed at the 6-month followup. These favorable results were achieved despite an economic downturn that began about the time the project was started.

The authors concluded that the intensification of local Employment Service services would have unquestionable value for unemployed persons about to enter the category of long-term unemployed, but they advocated further research to establish which services could most effectively reduce the duration of unemployment.

VOL. 1, FINAL REPORT

Murray Dorkin and Herman S. Solomon
May 1973

NTIS PB224011/AS
Also available from New York State Department of Labor, Division of Research and Statistics, Albany, N.Y. 12201.

VOLUME 2, SUPPLEMENT TO FINAL REPORT, A HANDBOOK, PROCEDURES, AND TRAINING MANUAL

Murray Dorkin and Herman S. Solomon
May 1973
Also available from New York State Department of Labor, Division of Research and Statistics, Albany, N.Y. 12201.

3-245 A STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES

MATHEMATICA, INC.
PRINCETON, N.J.

Walter Nicholson and Walter Corson

Contracts 11-34-74-01 and 20-34-74-23
Project completed fiscal year 1976

Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; LABOR FORCE BEHAVIOR; TRANSITION TO WORK; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

The primary objectives of the study were to investigate the labor market behavior of the exhaustees in the postexhaustion period and to determine the economic impact on exhaustee families of the loss of unemployment insurance (UI) benefits. The study was also concerned with the policy implications of increasing or extending benefits. Data were collected from 2,000 individuals who exhausted their regular UI benefits in october 1974. These individuals were located in the diverse labor markets of Atlanta, Baltimore, Chicago, and Seattle.

Three in-person interviews were conducted with this sample of UI exhaustees: (a) At the time they exhausted their benefits—in October 1974; (b) 4 months after benefit exhaustion—in February 1975; and (c) 1 year after exhaustion—in November 1975.

The major findings of the study were:

1. The exhaustees tended to be workers with a strong attachment to the labor force. No significant evidence was found that the sample as a whole used the UI system as a long-term income support.

2. Four months after the initial benefit exhaustion, the overall reemployment rate was between 24 and 25 percent. After 1 year, this had reached only 36 percent. The timing of reemployment did not show any significant support for the hypothesis that UI is a work disincentive.

3. During the postexhaustion year, 59 percent of the sample reported receiving some UI benefits. Of those who did not receive extensions of benefits, most were ineligible because their benefit year ended too soon, they had substantial employment, or they were out of the labor force.

4. Withdrawal from the labor force was substantial—14 percent had dropped out of the labor force after 4 months; a year afterward, this figure had risen to over 24 percent. Many of the exhaustees who had withdrawn from the labor force still wanted a job, but were no longer looking because they felt no job was available.

5. Relatively few exhaustees received means tested transfer program benefits both because few were eligible and because of low participation rates among those eligible. At some time during the year of exhaustion, 7.3 percent received Aid to Families with Dependent Children (AFDC) or AFDC-Unemployed Parent benefits, and 24.4 percent received food stamps. The percentages receiving benefits at any one time were considerably less.

6. Of those who had employment-related health insurance before becoming unemployed, more than half were not covered by insurance for some period after loss of their job—most for more than 40 weeks and one-third with no coverage at all 1 year after benefit exhaustion.

Two final reports also included information on adjustments in assets and consumption and offered an examination of various policy alternatives such as taxation of UI benefits and an increase in State benefit maximums.

A LONGITUDINAL STUDY OF UNEMPLOYMENT INSURANCE EXHAUSTEES

Mary Kilkenny, Walter Nicholson, and Walter Corson
January 1976

Report Descriptors: WELFARE RECIPIENTS; JOB SEARCH; LABOR FORCE BEHAVIOR; DURATION OF UNEMPLOYMENT; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES

NTIS PB255966/AS

EXPERIENCES OF UNEMPLOYMENT INSURANCE RECIPIENTS DURING THE FIRST YEAR AFTER EXHAUSTING BENEFITS

Walter Corson, Walter Nicholson, and Felicity Skidmore
August 1976

Report Descriptors: WELFARE RECIPIENTS; INCENTIVES; FAMILIES; JOB SEARCH; UNEMPLOYMENT INSURANCE; UNEMPLOYMENT BENEFIT EXHAUSTEES; DURATION OF UNEMPLOYMENT

NTIS PB258635/AS

3-246 JOB CREATION FOR LAID-OFF MUNICIPAL WORKERS THROUGH THE USE OF UNEMPLOYMENT INSURANCE BENEFITS

VERA INSTITUTE OF JUSTICE
NEW YORK, N.Y.

Herbert Sturz

Grant 21-36-76-07
Project completed fiscal year 1976

Descriptors: JOB CREATION; LAYOFFS; UNEMPLOYMENT INSURANCE; STATE AND LOCAL GOVERNMENTS; FIRE FIGHTERS; POLICE

The objectives of this grant were to: (1) Analyze the unemployment insurance (UI) programs in a number of States experiencing reductions in public sector employment to determine whether and how UI beneficiaries can receive on-the-job training for private sector employment while continuing to receive UI benefits; (2) develop, in cooperation with business and industry, new job opportunities that will utilize the skills of former public employees who are unemployed because of shifting labor market conditions; and (3) generate public and private funding support for the operational phase of the program.

3-247 A STUDY OF RECIPIENTS OF FEDERAL SUPPLEMENTAL BENEFITS AND SPECIAL UNEMPLOYMENT ASSISTANCE

MATHEMATICA, INC.
PRINCETON, N.J.

Alan Brewster

Contract 20-11-76-12
Project still in progress

Descriptors: UNEMPLOYMENT; WELFARE PROGRAMS; POVERTY; JOB SEARCH; UNEMPLOYMENT INSURANCE; PUBLIC EMPLOYMENT SERVICE; UNEMPLOYMENT BENEFIT EXHAUSTEES; CALIFORNIA; FLORIDA; GEORGIA; INDIANA; LOUISIANA; MASSACHUSETTS; MICHIGAN; MISSOURI; NEW JERSEY; NEW YORK; PENNSYLVANIA; TENNESSEE; TEXAS; UTAH; WASHINGTON

In December 1974 in response to continued high unemployment, two laws were enacted: (1) The emergency Unemployment Compensation Act of 1974, which established the Federal Supplemental Benefits (FSB) program to provide further benefits to unemployed workers who had exhausted their entitlements under the regular unemployment insurance (UI) and extended benefits (EB) programs; and (2) the Emergency Jobs and Unemployment Assistance Act of 1974, which established a new program of Special Unemployment Assistance (SUA) to make benefits available to unemployed workers whose previous employment had not been covered under regular UI. With subsequent revisions, the FSB program provided up to 26 weeks of benefits. Combined with regular programs, this entitled FSB recipients to a total maximum of 65 weeks of unemployment compensation. SUA provided (with subsequent revisions) up to a maximum of 39 weeks of benefits.

Personal interviews were administered in March 1976 to a random sample of approximately 800 persons in each of 15 States. The States selected for the study—California, Florida, Georgia, Indiana, Louisiana, Massachusetts, Michigan, Missouri, New Jersey, New York, Pennsylvania, Tennessee, Texas, Utah, and Washington—included, in 1975, 73 percent of the Nation's FSB recipients and 66 percent of SUA beneficiaries. The study was designed to yield a sample that would be representative of 1975 recipients of FSB and SUA in the country as a whole. In total, almost 12,000 recipients of unemployment compensation were interviewed for this study, including, in addition to FSB and SUA recipients, a comparison group of individuals who received EB but not FSB during 1975.

The report on this phase of the project provided valuable information about recipients of FSB and SUA, including personal and family characteristics, needs for training and employment-related services, relationships with other transfer programs, and effects on incentives to seek jobs. The report also discussed the implications of some of the research findings as they relate to the recently enacted Unemployment Compensaion Amendments of 1976 (Public Law 94-566).

In November and December 1977, a telephone interview was conducted for a subsample of the original sample, covering only FSB and EB respondents. Data collected during this interview are to be used to analyze the labor market, unemployment compensation, and other activities of the respondents since the time of the original interview (March 1976). Using these data, longitudinal estimates are to be provided for the Nation as a whole. The final report is to be available in fall 1978.

Walter Corson, David Horner, Valerie Leach, Charles Metcalf, and Walter Nicholson
January 1977

NTIS PB262636/AS

3H 8. WELFARE RECIPIENTS

3-248 THE WORK INCENTIVE (WIN) PROGRAM: MAKING ADULTS ECONOMICALLY INDEPENDENT

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Samuel Z. Klausner

Contract 51-40-69-01
Project completed fiscal year 1973

Descriptors: WORK INCENTIVE (WIN) PROGRAM; SOCIAL CHANGE; TRANSITION TO WORK; AID TO FAMILIES WITH DEPENDENT CHILDREN; LIFE STYLES; ATTITUDES; NEW JERSEY, CAMDEN COUNTY

This study of welfare and low-income working mothers in Camden County, N.J., investigated what happens to the welfare recipient's personality and socialization when she shifts from one social system (welfare dependency) to another (economic independence). It examined the efficacy of the Work Incentive (WIN) Program as an agent of individual and social change and as a transitional structure enabling individuals to move easily and expeditiously into self-support.

Data for the study were obtained from 600 recipients of Aid to Families with Dependent Children—evenly divided between those who enrolled in a WIN project and those for whom there were no suitable vacancies.

The study found, contrary to the assumptions of welfare legislation and the general public, that welfare mothers are not

a single "community." They range by life styles from "traditionalists" (who expect to be supported and feel entitled to welfare when this support is not received from husband or family) to "modernizers" (who seek economic independence and social mobility). The report cited 4 out of 5 welfare mothers as traditionalists.

An improved wage was seen as a "sometimes necessary but not sufficient condition" for a decision to go to work. More important, though less obvious, were attitudes of family and friends toward work, social interactions, family size, and previous work history.

Numerous recommendations were made for restructuring WIN. The study also recommended ways to prevent welfare dependency (e.g., vocational training for girls) and improve the management of the welfare household.

VOL. 1

Samuel Z. Klausner, with chapters by Jessie Bernard, Stephen Cole, Robert Lejeune, James A. Davis, Sar A. Levitan, Martin Rein, and Sheldon R. Roen
1973

NTIS PB220204/AS

VOL. 2, BIBLIOGRAPHY AND APPENDICES

Samuel Z. Klausner and Sheldon R. Roen
1973

NTIS PB220205/AS

3-249 A Study of the Work Orientations of Welfare Recipients Participating in the Work Incentive Program

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Leonard H. Goodwin

Contract 51-09-69-02
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; ATTITUDES; WORK ATTITUDES; MOTIVATION; MOTHERS; STAFF ATTITUDES

This study of the work orientation of Work Incentive (WIN) program trainees compared the trainees' attitudes toward work with those of middle-class workers and examined the interaction of the trainees' work orientations with their post-training work performance and experiences. It also probed the perceptions of trainees' work attitudes held by middle-class persons and WIN staff members.

Data were obtained between February 1969 and September 1971 through interviews with more than 1,400 WIN trainees in six moderately large cities, about 350 staff members of the employment service and WIN projects in these cities, and some 1,000 middle-class black and white residents of Baltimore and its suburbs.

WIN trainees were found to differ markedly from nonpoor persons with respect to only one feature of their attitude toward work; when they cannot earn enough money to support their families, trainees find welfare more acceptable than do the nonpoor. This difference was attributed to different experiences in the world of work. Thus, trainees who failed to obtain jobs after completing the program found welfare much more acceptable then, than they had when they entered the program. This finding led to the hypothesis that despite a high work ethic, the experience of failure arouses great insecurity regarding the ability to succeed, fosters dependence upon welfare, and lowers the work activity of the poor. WIN staff, although understanding of the insecurity and welfare dependency of the trainees, believed that trainees had a weaker work ethic, lower life aspirations, and greater acceptance of illicit means of gaining income than the trainees themselves expressed.

Since WIN trainees in fact have the same positive orientation toward work as do employed persons, the researcher concluded that they do not need special efforts to motivate them to work. What they do need is greater efforts to help them experience job success rather than failure. Recommendations for accomplishing this were made.
1972

NTIS PB202812/AS
ETA

3-250 Employment Contexts and Disadvantaged Workers

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Leonard H. Goodman, Laure M. Sharp and Jean Ruffin

Contract 51-09-69-03
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; EMPLOYER ATTITUDES; ASSIMILATION; JOB PLACEMENT

This feasibility study developed the methodology for an extensive investigation of the employment situations of welfare recipients trained and placed under the WIN Program. (See 51-09-70-02.)

Preliminary questionnaires and field procedures were developed and tested on a sample of 65 employers of WIN workers in Denver, Washington, D.C., San Diego, and San Bernardino. In each employing firm or agency, a high-level management representative and the immediate supervisors of WIN workers were interviewed.

Placements of WIN participants were generally less concentrated than expected. Usually, the employer had only one or two, or if he had more, they were scattered through the organization. The consequence was relatively low visibility of WIN workers in employment settings, although this did not signify an absence of adjustment problems.

Other circumstances also helped to blur any demarcation between WIN workers and the regular work force. Many WIN workers were in low-skill, hard-to-fill jobs traditionally filled by disadvantaged workers. Some of those in better jobs were men or women with a fair amount of education and work experience who had been temporarily receiving welfare because of illness, childbirth, or other nonpermanent, disabling conditions. Moreover, a fair number of WIN workers had found the jobs on their own, rather than being placed through the program. Furthermore, employers often lumped WIN workers with those from other training programs.

Employers apparently participated in the program for one of three reasons: They used the WIN Program as an inexpensive means of training and screening the most "problem-free" for future employment; they considered it as a community service function, training for placement elsewhere; or they used it as a source of inexpensive temporary labor. Obviously, the carryover value of the training would vary greatly with the employer's motivation for participating.

At the time of the field work, the number of placements in public agencies suggested that considerable attention should be devoted to civil service regulations and the extent to which they inhibit the recruitment and placement of WIN workers.

EMPLOYMENT CONTEXTS AND DISADVANTAGED WORKERS: PHASE I—FINAL REPORT
1970

NTIS PB190927/AS

3-251 Characteristics of the AFDC Population that Affect the Outcomes of WIN

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles and David L. Thompson

Contract 51-25-69-06
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WORK ATTITUDES; WELFARE DEPENDENCY; LOW INCOME; SOCIODEMOGRAPHIC CHARACTERISTICS; FAMILIES

This investigation centered on individual attitudes, behaviors, values, and other characteristics that distinguish the long-term from the short-term recipients of welfare and the way in which participation in the Work Incentive (WIN) program changes those characteristics. Basically, it tested a number of assumptions underlying the WIN program: Long-term dependency results from the individual's lack of social and economic resources to break the cycle of dependency; and long-term dependency engenders family instability, loss of dignity, and an inferior self-image. The analysis used data obtained in three interviews (at 6-month intervals) from 3,000 women who were participating in WIN projects and from 3,000 who were either working at low-wage jobs or receiving general public assistance.

In general, attitudes toward work and toward welfare were found to have little relationship to the work status of these low-income people. On the other hand, degree of self-confidence and attitudes toward the family, particularly attitudes about child care, were found to be very important determinants of employment status.

Concerning family stability, the findings generally supported the WIN guidelines, which assume that if an unemployed head of household were to obtain a job, he or she would gain increased respect from the family and would develop greater self-respect. In addition, it is assumed that, because the head of the family would provide a preferable model for the children to follow, family stability would in some way be greatly improved if the head were to leave welfare and obtain a job.

Extensive analysis of the findings with respect to self-actuated work behavior and the factors that affect the stability of the low-income family led the researchers to formulate the following five general principles: (1) The incentive that gets low-income people to work is experience with work. (2) The deterrent that keeps low-income people from working is their fear of losing welfare income, benefits, and services. (3) Some low-income people simply will not be able to hold jobs. (4) People who are working feel better psychologically and physically than people who are not working. (5) In single-parent households the children of a parent who is working are just as well off as the children of a parent who stays home.

A STUDY OF LOW-INCOME FAMILIES: IMPLICATIONS FOR THE WIN PROGRAM

David L. Thompson, Guy H. Miles, and Albert J. Macek
1972

Report Descriptors: LOW INCOME; WORK INCENTIVE (WIN) PROGRAM

NTIS PB211702/AS

SELF-ACTUATED WORK BEHAVIOR AMONG LOW INCOME PEOPLE

David L. Thompson, Guy H. Miles, and Albert J. Macek
1972

Report Descriptors: WORK ATTITUDES; LOW INCOME; WORK INCENTIVES; JOB PERFORMANCE

NTIS PB211703/AS

FACTORS AFFECTING THE STABILITY OF THE LOW-INCOME FAMILY

1972

Report Descriptors: LOW INCOME; FAMILIES

NTIS PB211704/AS

A STUDY OF LOW-INCOME FAMILIES: METHODOLOGY

David L. Thompson, Guy H. Miles, and Albert J. Macek
1972

Report Descriptors: LOW INCOME

NTIS PB211705/AS

CHARACTERISTICS OF WIN ENROLLEES THAT AFFECT THEIR SUCCESS IN WIN

David L. Thompson, Guy H. Miles, and Albert J. Macek
1973

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; EFFECTIVENESS OF PROGRAMS

NTIS PB219391/AS

3-252 DECISIONMAKING IN THE WIN PROGRAM

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

William J. Reid

Contract 51-15-69-08
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; ILLINOIS, COOK COUNTY

This project is one part of an overall study to determine the impact of various types of decisions affecting the enrollment of AFDC recipients in the WIN program. The research setting for this project is Cook County, Illinois. For description of entire study, see contract 51-24-69-10.

3-253 UNDERGRADUATE SOCIAL WORK EDUCATION AND THE NEEDS OF THE WIN PROGRAM

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Phillip M. Marcus

Contract 51-24-69-09
Project completed fiscal year 1973

Descriptors: SOCIAL SERVICE EMPLOYEES; COLLEGE GRADUATES; WORK INCENTIVE (WIN) PROGRAM; UNIVERSITIES AND COLLEGES; CURRICULUMS; INTERAGENCY RELATIONS; EMPLOYMENT AND TRAINING PROGRAM STAFFING

To enable schools of social work to make a greater contribution to the solution of employment problems, and especially the Work Incentive (WIN) Program, this study investigated differences between the professional skills needed in the WIN Program and those supplied in undergraduate social work programs. Information was obtained by mail questionnaires from graduates of Michigan State University with a B.A. in social work and by interviews with key members of selected WIN teams in Michigan, supplemented by questionnaires to professional members of the teams. The study focused primarily upon counselors, interviewers, and social workers.

Findings indicated that social work education had changed substantially in scope and emphasis, responding to growth and change in social welfare programs which required shifts: (1) From services delivered by social welfare personnel operating in a particular setting to services by several disciplines or several levels of personnel working together; (2) from reliance on single interventive methods to more versatile applications of a range of techniques adapted to the differential needs of various groups; (3) from centralized office-based services to decentralized services reaching into neighborhoods and homes; and (4) from emphasis on individual adjustment to the creation of social opportunities.

It was concluded that with adequate resources a school or department of social work could build curriculum oriented toward reducing welfare dependency for all social work students, particularly those considering careers in government agencies concerned with programs for the disadvantaged, including WIN.

1973

3-254 Incentives and Disincentives to Participation in the Work Incentive Program

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Charles D. Garvin

Contract 51-24-69-10
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; MICHIGAN, WAYNE COUNTY; OHIO, CUYAHOGA COUNTY; ILLINOIS, COOK COUNTY

This project was part of a study in three areas (Cook County, Ill., Wayne County, Mich., and Cuyahoga County Ohio) to determine the effects of decisions related to the Work Incentive (WIN) Program by enrollees, social service caseworkers, and WIN team members. The three contractors coordinated the development of instruments and divided the data analysis by topic rather than by area. (The other contracts are 51-15-69-08 and 51-37-69-11.)

Each contractor selected a panel of AFDC recipients referred to WIN and interviewed them twice—at the time of referral and 8 to 10 months later. The first interview elicited biographical, situational, attitudinal, and motivational information likely to affect their decisions about WIN; the second focused on the clients' decisions concerning their status at that time—whether not yet enrolled, still in the program, dropped out, or terminated—and factors relevant to those decisions.

The caseworkers were interviewed for information on their knowledge and perception of WIN and their attitudes to the program and to mothers' working.

Findings revealed that the typical client had been receiving public assistance for 3 to 4 years when referred to WIN. The majority of respondents thought they would be penalized if they did not participate in the program, but 90 percent said they were pleased after entering it.

Caseworkers were predominantly white women under 30, college educated, and working on their first job since college. Their decisions to refer clients were most strongly influenced by a generally favorable attitude toward the program; agency pressures, particularly in Chicago; and the clients' interests in entering the program or finding a job.

January 1974

NTIS PB231585/AS

3-255 Decisionmaking In the WIN Program

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Gregory O'Brien

Contract 51-37-69-11
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE PROGRAMS; INCENTIVES; SOCIAL SERVICE EMPLOYEES; MOTHERS; ILLINOIS, COOK COUNTY; MICHIGAN, WAYNE COUNTY; OHIO, CUYAHOGA COUNTY

This project is one part of an overall study to determine the impact of various types of decisions affecting the enrollment of AFDC recipients in the WIN program. The research setting for this project is Wayne County, Michigan. For further description of entire study, see contract 51-24-69-10 above.

3-256 A Study of the Relationship of Overindebtedness and Garnishment to Employability Among Milwaukee WIN Families

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Rita L. Youmans and Arlene Miller

Contract 51-53-69-12
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; GARNISHMENT OF WAGES; DEBTOR/CREDITOR RELATIONSHIP; JOB STABILITY; ATTITUDES

This study was designed to ascertain if eliminating the threat of garnishment would increase the employability of Work Incentive (WIN) program enrollees. Specifically, it explored whether a progam of debt repayment would: (1) Stimulate enrollees to complete training; (2) encourage employers to hire WIN graduates despite records of garnishment; (3) eliminate jobhopping to avoid garnishment; and (4) reduce the incidence of discharges of WIN-trained employees due to garnishment.

The experiment involved three groups of WIN trainees in Milwaukee: (1) Those anticipating garnishment and granted long-term low-interest loans to consolidate back debts; (2) those anticipating garnishment but not granted loans; and (3) those not anticipating garnishment and not granted loans.

It was found that: (1) Those who received loans and counseling had the best post-WIN employment record and incurred the lowest amount of new debts; (2) indebtedness was mostly due to the cost of medical care and health services (the largest single category), clothing, furniture, and car repairs; (3) WIN enrollees were reluctant to accept employment if they believed a large proportion of their salaries would be garnisheed; and (4) employers tended to fire garnisheed employees to avoid accompanying problems. The small sample and the similarities of the three groups of trainees precluded any conclusions as to the effect of counseling and loans on employment stability.

Rita L. Youmans
1972

NTIS PB208335/AS

3-257 Employment Contexts and Disadvantaged Workers

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

David J. Roessner

Contract 51-09-70-02
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB STABILITY; EMPLOYER ATTITUDES; EMPLOYMENT PATTERNS; JOB PLACEMENT

This study examined the processes by which disadvantaged workers were integrated into the regular work force.

Data were obtained through interviews with: (1) Management in a nationwide random sample of 280 organizations employing WIN graduates; and (2) 280 former WIN enrollees who had left their first WIN jobs. Survey instruments and techniques developed in a feasibility study (contract 51-09-69-03) were used.

WIN employees were found in a variety of industries, more in the private than in the public sector. Most of the women were in clerical positions. WIN employees were treated in all respects the same as other employees with few special accommodations made by employers; indeed, most employers were unaware that individual workers were graduates of the WIN program. Both managers and supervisors rated WIN employees as high as, or higher than, regular employees on performance, attitude, and discipline.

Supervisors were rarely aware of any special problems concerning the WIN workers, and the workers who had left their jobs did not give illness, child care, or transportation problems as the reason.

Those who left voluntarily more often did so because they did not like the work than because they were dissatisfied with the salary, and they tended to get a better job or go for more training. Dismissals were usually attributed by the supervisors, to deviations from rules or "improper attitudes," rather than lack of skill or job performance.

Few of the contextual variables (supervisor permissiveness, for example) seemed significant for WIN workers' adjustments to regular employment, although placements in small organizations were relatively more successful.
1972

NTIS PB206492/AS

3-258 Analyses of WIN Team Functioning and Job Requirements

HUMAN RESOURCES RESEARCH ORGANIZATION ALEXANDRIA, VA.

Richard P. Kern

Contract 51-49-70-03
Project completed fiscal year 1972

Descriptors: JOB ANALYSIS; WORK INCENTIVE (WIN) PROGRAM; STAFF TRAINING; EMPLOYMENT AND TRAINING PROGRAM STAFFING

This study was designed to obtain information regarding the staffing and composition of Work Incentive (WIN) program teams; the work activities performed by the different specialties represented on the team; the ways in which teams utilize and coordinate the efforts of team members and clients during employability planning and decision-making processes; and the extent to which those factors contribute to team effectiveness in the accomplishment of team and client goals.

Data were collected from two samples of WIN teams in 43 States: (1) 51 WIN offices in which one WIN team was interviewed and completed questionnaires during onsite visits; and (2) 71 WIN offices in which one WIN team responded to mail questionnaires.

Five position descriptions resulted, detailing the duties and tasks performed by team members. Only 35 percent of the teams studied conformed to the full five-position staffing pattern. A basic four-position pattern was recommended to increase team effectiveness. Additional findings and recommendations concerned in-service team training, use of initial assignment practices, and changes in the nature and level of work assignments to various team members.

PHASE I: DUTY AND TASK PERFORMANCE OF TEAMS AND TEAM MEMBERS

Richard P. Kern and John S. Caylor
1972

NTIS PB202811/AS

FINAL REPORT: DUTIES PERFORMED AND STYLE OF FUNCTIONING, IN RELATION TO TEAM EFFECTIVENESS

Richard P. Kern and John S. Caylor
1972

NTIS PB210463/AS

3-259 A Longitudinal Study of WIN Dropouts: Program and Policy Implications

UNIVERSITY OF SOUTHERN CALIFORNIA LOS ANGELES, CALIF.

David S. Franklin

Contract 51-05-70-05
Project completed fiscal year 1973

Descriptors: WORK INCENTIVE (WIN) PROGRAM; MOTIVATION; DROPOUTS; EMPLOYMENT AND TRAINING PROGRAM REFORM; CALIFORNIA, LOS ANGELES

This study focused on problems underlying high dropout rates in the Work Incentive (WIN) Program. Specific questions investigated were: (1) What are enrollees' pathways through the WIN system? (2) What are the high risk points for dropouts and what events or conditions precipitate dropout? (3) What administrative practices and/or constraints contribute to the dropout problem and prolong holding status or recycling? (4) Can successful program completion be predicted? (5) What types of enrollees benefit most? (6) What community factors affect the fulfillment of WIN goals?

At four WIN projects in Los Angeles, information was obtained from 360 enrollees, WIN counselors, and welfare agencies. The enrollees were followed for 10 months, from orientation through education and training components. They gave views about WIN organizational aspects, orientation, employability, planning, job goals, helpfulness of WIN staff support services, and expected benefits. Health, child care, personal, transportation, prior work, and welfare experiences were also assessed.

The personal characteristics of the dropouts and those who completed the program did not differ significantly. However, those who quit before employability plans were developed were more likely to be Anglo white males with smaller families, in better health, with a longer work history, more positive labor force experience, at better pay, and with less unemployment than those who remained. For many dropouts WIN could not develop clear job goals and acceptable employability plans, or lead them to make intelligent choices within the limits of WIN options. Many dropouts reported that they were forced to accept job goals of lower status than jobs formerly held. Many dropouts were lost in the shuffle of employability planning and gradually became discouraged and disenchanted with unsatisfactory experiences in the WIN organization and in educational or institutional training components.
1973

NTIS PB212033/AS

3-260 Staff Attitudes and Success of the WIN Program: A Report on Phase I Results

WAYNE STATE UNIVERSITY DETROIT, MICH.

Gloria Cowan

Contract 51-24-70-07
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; STAFF ATTITUDES; EFFECTIVENESS OF PROGRAMS; WORK ATTITUDES

This feasibility study examined the relationship between staff attitudes and the effectiveness of the Work Incentive (WIN) Program.

Staff attitudes, measured through questionnaires and interviews, included philosophy of human nature, sense of own fate control, sense of fate control predicted for enrollees, attitudes toward the program itself, attitudes toward their own jobs, and prediction of work orientation of WIN enrollees.

WIN projects were assessed through a set of criteria developed in consultation with WIN staff members, officials, and enrollees.

The data showed that team attitudes were consistently related to enrollee attitudes toward the program, the job, and the staff. For example, WIN teams who were more satisfied with their own jobs had enrollees who expressed more satisfaction with their jobs. Some relationships were found between staff attitudes and enrollees' subsequent employment and wages, but

were not as strong or consistent as those relationships involving enrollees' attitudes.
1972

NTIS PB205988/AS

3-261 The WIN Program in Rural Areas: Recommendations

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 51-25-70-08
Project completed fiscal year 1973

Descriptors: WORK INCENTIVE (WIN) PROGRAM; RURAL AREAS; MODELS; SOCIAL CHANGE

This project was designed to develop a model or models for the improvement of various types of projects in the Work Incentive (WIN) Program in rural areas. It examined the characteristics of rural welfare recipients, the communities where they lived, and the WIN program in which they participated.

Data were obtained from WIN projects in a sample of six counties from each of four geographic regions (the Northeast, the South, the North Central States, and the West), from community leaders, from census data, and a variety of other sources. Over 500 newly enrolled WIN participants were followed for 1 year. Their welfare and employment status at the end of the year were related to: Their personal characteristics; features of the rural WIN program in which they were enrolled; and features of the communities served by those programs.

The local labor market was found to be the overwhelming factor in determining the success or failure of WIN, since few WIN graduates were willing to move away from home. Lack of transportation facilities affected every aspect of the rural WIN program and caused considerable failure. Although formal child care facilities did not exist in most communities, making them available could add to the labor force only a limited number of welfare mothers who want to work and who could be placed in jobs.

Rural employers tended to believe strongly that welfare recipients made poor employees. The key to success seemed to be the WIN program's ability to select "good" enrollees, that is, those acceptable to specific local employers with job vacancies. Other WIN program activities had only minimal effects on subsequent employment.

William F. Henry, Guy H. Miles, and Joseph M. Reid
1973
ETA

3-262 The Impact of Urban WIN Programs

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Bradley R. Schiller

Contract 51-09-70-10
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; URBAN AREAS; URBAN PROBLEMS; MODELS; LABOR MARKET BEHAVIOR

This study was designed to examine alternative strategies, techniques, and approaches used in urban Work Incentive (WIN) Programs in order to develop a more effective program model.

Over 100 urban WIN projects were observed over a 2-year period, and data were obtained through mail questionnaires and direct interviewing of WIN staff and clients.

Neither quality of staff and services provided nor efforts to alter enrollee attitudes or motivation can do very much to increase placement rates in the WIN program, according to the findings. Instead, WIN placement rates, the most common measure of WIN effectiveness, appear to depend almost entirely on the level and structure of the demand for labor and on community attitudes toward WIN clients.

According to the study's author, a more flexible concept of WIN effectiveness should include other benefits which the program provides, such as employment preparation and increased employability, counseling, improved self-image, and education. WIN clients interviewed by the researcher repeatedly expressed the importance and desirability of these goals.

The report stressed the need for greater flexibility in both expected program outcomes and local WIN project structure, both of which must be adapted to the realities of the local labor market. In times of high unemployment, for example, WIN programs need to emphasize skill training so graduates will be better prepared when more jobs become available.
1972

NTIS PB210469/AS
ETA

3-263 A Feasibility Study of the Impact of Manpower Placement and Training Programs on Low-Wage Industries and Occupations

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Daniel E. Diamond

Contract 51-36-71-04
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; LOW-WAGE INDUSTRIES; LOW-WAGE JOBS; LABOR MARKET BEHAVIOR; JOB PLACEMENT; EFFECTIVENESS OF PROGRAMS

This research explored the feasibility of conducting a study of the effects of placement and training programs on low-wage industries and occupations.

Data collected from a convenience sample of trainees terminated from Work Incentive and Concentrated Employment Programs indicated that the contemplated research could not be satisfactorily executed. No measureable impact of the programs could be detected in the low-wage industries and occupations for which data were obtained.
1972

NTIS PB206884/AS

3-264 Conference on Manpower Services for the Welfare Poor: Summary of Findings and Discussion

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Leonard H. Goodwin

Contract 51-11-72-01
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; PLANNING, RESEARCH, AND DEVELOPMENT; LITERATURE REVIEW; CONFERENCES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

This report described a conference which was prompted by the accumulation of a considerable body of knowledge resulting from research studies funded by the Manpower Administration dealing with the motivation, training, and employment experience of welfare recipients and working poor persons. Conference participants included researchers and Federal planners and administrators of employment and training programs for welfare recipients.

The objectives of the conference, held November 14-16, 1971, were to: (1) Summarize research findings for the administrators and analyze the relevance of the findings to current planning and programs; (2) consider how the results of the research could be translated into actions and policies to increase the effectiveness of programs providing services to welfare recipients and the effectiveness of any future programs that could develop as a result of new legislation under consideration; (3) suggest alternative policies and programs as they emerge from research findings; and (4) identify additional research requirements for future study.

An outline of the findings most interesting to administrators was provided, as well as expanded discussions of these findings and related issues. Discussions regarding the relation of researchers to administrators, areas for further research, and edited excerpts from the conference transcript were also included.

1972

NTIS PB210334/AS
ETA

3-265 Paternal Authority and the Outcome of Work Training and Income Maintenance Programs

CENTER FOR RESEARCH ON THE ACTS OF MAN PHILADELPHIA, PA.

Samuel Z. Klausner

Grants 51-42-72-02, 51-42-73-05, and 12-42-74-11
Project completed fiscal year 1978

Descriptors: WORK INCENTIVE (WIN) PROGRAM; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; FATHERS; MOTHERS; FAMILIES; MARITAL STABILITY; DISADVANTAGED; NEW JERSEY

This project studied the relationship between family structure and economic dependency. It was predicated on the hypothesis that, where external economic factors and internal family factors predispose a family toward a matriarchal authority structure, the probability of abandonment by the father increases and the chance of escaping economic dependency decreases.

The study built upon a 2-year, two-wave panel of 480 welfare and 100 working poor households in Camden, N.J. (contract 51-40-69-01). The economic and authoritative structures of those matrifocal families that received work training were compared with the structure of those that did not. The impact of the program on the reestablishment of nuclear families in these groups was assessed. This sample was supplemented by interviews with 100 fathers before and after WIN training. In addition, 600 low-income mothers were interviewed following the birth of their first child. Both husband and wife were interviewed 1 year and 2 years later, thereby catching families in the process of formation. Socioeconomic data were collected, and a wide range of findings related to family structure was presented.

SIX YEARS IN THE LIVES OF THE IMPOVERISHED: AN EXAMINATION OF THE WIN THESIS

May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; FATHERS; MOTHERS; MARITAL STABILITY; FAMILIES; NEW JERSEY

NTIS PB283895/AS
ETA

PATERNAL AUTHORITY AND THE OUTCOME OF WORK TRAINING AND INCOME MAINTENANCE PROGRAMS

May 1978

Report Descriptors: FAMILIES; DISADVANTAGED; WORK INCENTIVE (WIN) PROGRAM; NEW JERSEY

3-266 A Legal Analysis of Work and Training Requirements Under the Work Incentive Program

ASSOCIATE CONTROL RESEARCH AND ANALYSIS, INC.
WASHINGTON, D.C.

Ann Hughes Hargrove

Contract 51-11-72-03
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; LEGAL FRAMEWORK; EFFECTIVENESS OF PROGRAMS

This study surveyed the nature and use of the hearings and appeals process for recipients of Aid to Families with Dependent Children (AFDC) who refused to comply with the work and training requirement of the Work Incentive (WIN) Program. WIN enrollees, WIN administrators, and hearings personnel in four cities were interviewed to discover whether the WIN adjudication process was being used enough to warrant a more comprehensive analysis.

The survey found that WIN enrollees, generally unaware of their legal rights, took up grievances about their program or treatment with their counselor instead of requesting a hearing. Furthermore, less than one-fourth of the interviewed enrollees were mandatory enrollees, and none of these had contested referral to WIN, which they regarded as a possible source of both economic and psychological benefits. In addition, hearings to review a decision to terminate an enrollee's benefits for refusal to participate were rarely requested; such decisions were usually limited to the most extreme cases and the process involved such a long delay that enrollees felt little immediate pressure. The most important reason for the lack of WIN litigation appeared to be the enrollees' generally positive reaction to the program.

The researcher foresaw a possible rise in WIN litigation under the 1972 amendments to the Social Security Act which require WIN participation by most adult AFDC recipients, except mothers with children under 6. Prior to July 1, 1972, participation was essentially voluntary, except for unemployed fathers whose families were eligible for AFDC benefits in 22 States.

January 1973

NTIS PB220568/AS

3-267 Youth in the WIN Program and Employers' Intentions to Use WIN Tax Credits

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Contract 51-11-72-04
Project completed fiscal year 1976

Descriptors: WORK INCENTIVE (WIN) PROGRAM; YOUNG WOMEN; JOB PLACEMENT; JOB RETENTION; PREDICTION OF SUCCESS IN PROGRAMS

The initial objectives of this study were: (1) To identify the problems and situations encountered by Work Incentive (WIN) Program enrollees under age 22 that are not faced by those in other age groups and (2) to determine how problems peculiar to this group are related to success rates in WIN, the organization and characteristics of local WIN projects, characteristics of the total WIN clientele in a given area and broader community features, such as the prevailing economic and social climate.

During phase I of the youth study, mail questionnaires were sent to local office managers of 100 WIN Projects to collect baseline data on young enrollees and to study the effects of WIN Program characteristics on dropout, placement, and termination rates. During phase II, 600 WIN enrollees under 22 were interviewed on their biographical characteristics and their perceptions of, and experiences in, the WIN Program. WIN staff at each of 10 WIN projects were interviewed on those program features and problems identified in phase I as associated with high dropout and low placement rates for enrollees under 22. Data were analyzed to identify those factors (programmatic, enrollee characteristic, or environmental) which contribute in a unique way to the success and failure of WIN enrollees under 22, as compared with those in other age groups.

Since this analysis indicated that the number of 16- and 17-year-old enrollees was too small to provide a statistically significant sample, the study design was modified to use the WIN and post-WIN experiences of participants aged 18 to 22, along with interviews of 16- and 17-year-olds, at three selected sites.

YOUTH IN THE WIN PROGRAM: REPORT ON A SURVEY OF CLIENT BACKGROUNDS, PROGRAM EXPERIENCE, AND SUBSEQUENT LABOR FORCE PARTICIPATION

Ann Richardson and Bruce B. Dunning
March 1975

NTIS PB247365/AS
Available from Bureau of Social Science Research, 1990 M Street, N.W., Washington, D.C. 20036.

3-267A Employer Intentions to Use the WIN Tax Credit Program: A Survey of Employers Who Had Previously Hired WIN Enrollees

Descriptors: WORK INCENTIVE (WIN) PROGRAM; TAXES; GOVERNMENT PROGRAM IMPACT; WORK INCENTIVES; EMPLOYER ATTITUDES

Under a contract modification, the contractor sought to determine whether employers were aware of and/or were planning to take advantage of the newly passed legislation to give tax credits to employers for hiring WIN enrollees (Talmadge amendment).

The contractor mailed questionnaires to a sample of private employers who had previously hired WIN participants. The response rate was 28 percent. (A companion effort by the Bureau of National Affairs (contract 82-11-72-20) also surveyed a panel of employers who are regularly surveyed on personnel policies.)

This survey of 205 private employers with previous experience in hiring WIN enrollees revealed that: (1) Most were unaware of WIN tax credit program (WTCP); (2) most did not intend to participate; (3) additional financial incentives would not increase participation; (4) nonparticipation was a result of slack economy, WTCP red tape, union regulations, and lack of knowledge of the program; (5) participants were larger firms motivated by social obligations rather than financial incentives; and (6) crude extrapolation of survey results indicated that 2,000 employers might hire 34,000 WIN enrollees at $1.95 an hour. If they retained these workers for the required time, the related potential tax revenue would be $132 million.

These findings, while suggestive of current employer knowledge and intentions, should be treated with caution because of the small sample size and the low response rate.

J. David Roessner
August 1972

NTIS PB220210/AS
Also available from Bureau of Social Science Research, 1990 M Street, N.W., Washington, D.C. 20036.

3-268 WIN II: Making a Difference (Report of a Conference September 19-21, 1972)

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Louis A. Ferman

Grant 51-26-72-07
Project completed fiscal year 1974

Descriptors: WORK INCENTIVE (WIN) PROGRAM; CONFERENCES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

The conference examined the implications of research findings on the earlier WIN program for WIN II. It also provided an opportunity for operational level personnel, administrators, State officials, and Federal and regional staffs to discuss problems involved in starting up a new program.

The conference was structured to achieve maximum participant involvement. The conference schedule included mini-lectures and panel presentations, research dissemination seminars, skill-research workshops, and State-level meetings dealing with operational concerns.

S. Bernard, Louis A. Ferman, A. Lauffer, and G. Mink
1973

NTIS PB231530/AS

3-269 Design of a Demonstration Project to Test the Use of a Voucher System

THE BROOKINGS INSTITUTION
WASHINGTON, D.C.

Leonard H. Goodwin

Grant 92-11-72-20
Project completed fiscal year 1973

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS

This study developed the major parameters and design elements of a research and demonstration project, the focus of which will be the use of a voucher system by Work Incentive (WIN) Program enrollees for the purchase of vocation-related training.

The grantee reviewed available concept papers and related documents and interviewed employment and training program administrators, operating staffs, and officials at local levels to identify the objectives and major questions to be addressed in the design of a voucher experiment. A feasibility test of the design was undertaken by another contractor (see 51-11-73-02).

3-270 Feasibility Study for the Introduction of Vouchers into the Work Incentive Program

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Ann Richardson

Grants 51-11-73-02 and 51-41-74-01
Project completed fiscal year 1978

Descriptors: VOUCHERS FOR TRAINING; VOCATIONAL EDUCATION; WORK INCENTIVE (WIN) PROGRAM; TRAINING ALLOWANCES; WELFARE RECIPIENTS

The objectives of this grant were to: (1) Determine the administrative feasibility of the use of vouchers for the purchase of employment and training services by WIN participants; (2) estimate the administrative costs and benefits of using vouchers for training in comparison with current WIN practices; and (3) provide a guidebook on vouchering for local WIN office use.

The vouchering service delivery system tested here permits the client to make his/her own occupational choices, select the most suitable type of training and negotiate for that training without WIN acting as an intermediary. The voucher is an entitlement to purchase job-related education and training wherever and however the client chooses. The feasibility of utilizing vouchers for both on-the-job (OJT) and institutional training was tested in Baltimore, Md., where 283 vouchers were issued for either OJT or institutional training, and in Portland, Oreg., where 167 institutional and 347 OJT vouchers were issued.

The researcher evaluated the results to: (1) Compare vouchered and regular clients with respect to demographic characteristics, training occupations, length and cost of training, dropout rates, and for OJT clients, employer characteristics and training wages; (2) identify procedural and administrative problems inherent in the implementation and operation of such a system; (3) estimate the potential costs and benefits of using vouchers over current WIN practices; and (4) determine and refine project specifications, including eligibility criteria, types of training and vendors, limitations on duration and value of vouchers, and the nature of counseling procedures used.

A handbook has been issued that contains operating procedures for administration of a voucher program for skill training for WIN clients and includes information on counseling and labor market information requirements of the system.

THE FEASIBILITY OF VOUCHERED TRAINING IN WIN: REPORT OF THE FIRST PHASE OF A STUDY

Ann Richardson and Laure M. Sharp
December 1974

NTIS PB238495/AS
ETA

SCHOOLS' RESPONSES TO VOUCHERED VOCATIONAL TRAINING: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning and James L. Unger
July 1975

NTIS PB246499/AS

VOUCHERED SKILL TRAINING IN WIN: PROGRAM GUIDELINES AND SELECTED EMPIRICAL FINDINGS

Ann Richardson
February 1977

Report Descriptors: VOUCHERS FOR TRAINING; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS; OREGON, PORTLAND; MARYLAND, BALTIMORE; HANDBOOKS

NTIS PB264976/AS

OCCUPATIONAL CHOICES AND VOCATIONAL SCHOOL SELECTIONS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning
December 1976

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON

NTIS PB261924/AS

THE FEASIBILITY OF FEASIBILITY TESTING: OBSERVATIONS FROM THE PORTLAND WIN VOUCHER TEST

Carol Greenhouse
May 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; PARTICIPANT-OBSERVER METHODOLOGY; VOUCHERS FOR TRAINING; OREGON, PORTLAND

NTIS PB270419/AS

TRAINING EXPERIENCES AND EARLY EMPLOYMENT PATTERNS: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Lottie Mosher
August 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON, PORTLAND

NTIS PB285113/AS
GPO

EMPLOYERS' RESPONSES TO VOUCHERED ON-THE-JOB TRAINING IN THE PORTLAND WIN PROGRAM

John C. Weidman
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; EMPLOYER ATTITUDES; JOB PLACEMENT; VOUCHERS FOR TRAINING; OREGON, PORTLAND

NTIS PB285061/AS

POSTTRAINING OUTCOMES: EXPERIENCES WITH THE PORTLAND WIN VOUCHER TRAINING PROGRAM

Bruce B. Dunning
October 1977

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; VOUCHERS FOR TRAINING; JOB PLACEMENT; OREGON, PORTLAND

3-271 INTERMITTENT AND FLEXIBLE WORK SCHEDULES

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

David S. Franklin

Grant 51-06-73-07
Project completed fiscal year 1976

Descriptors: WELFARE RECIPIENTS; MOTHERS; WORK SCHEDULES; JOB PLACEMENT

This project attempted to evaluate the effectiveness of flexible work hours for mothers receiving welfare payments and the impact of such programs on welfare dependency.

Using a study group of 100 mothers, the project: (1) Developed a variety of work schedules; (2) determined employer attitudes toward flexible schedules and their preferences for different arrangements, according to type of industry and job class; (3) estimated the cost of developing such arrangements; (4) selected regular WIN participants for the project; and (5) assessed the impact of flexible schedules on labor force participation rates, job placement and job retention, and welfare and day-care costs.

Findings: (1) Employers were not willing to rearrange work schedules to accommodate welfare mothers when the labor market had a surplus of qualified workers who were able to work regular working schedules; (2) welfare mothers who were job ready and who could accept employment were more than likely to be enrolled in the Work Incentive (WIN) Program.

The contractor attempted to develop intermittent and/or part-time jobs for the project participants. He found: (1) Intermittent work (part-time or full-time) did not fit the needs for many in the AFDC client population; (2) many women who could and wanted to work preferred permanent full-time hours; and (3) lack of employment was only one of many problems besetting the typical welfare client.
October 1975

NTIS PB248843/AS

3-272 The Payoff to Job Search: The Experience Of WIN Terminees

PACIFIC TRAINING AND TECHNICAL ASSISTANCE CORPORATION
BERKELEY, CALIF.

Bradley R. Schiller

Contract 51-06-73-08
Project completed fiscal year 1975

Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB PLACEMENT; SERVICE DELIVERY SYSTEMS; EMPLOYMENT PATTERNS; LABOR FORCE BEHAVIOR

Objectives of the study were to: (1) Distinguish the differences between individuals who rely on placement assistance offered by ES/WIN and those who are self-placed; (2) delineate the kinds and patterns of employment associated with different modes of placement; (3) determine the extent to which the quality and accessibility of ES/WIN services vary across local areas; and (4) suggest new mechanisms for ES/WIN orientation.

A survey of 600 WIN terminees at 16 different WIN sites was conducted. Data were collected on a variety of demographic and psychological variables, including education and training, modes of placement and prior labor market experiences, work attitudes, job satisfaction, mobility patterns, and knowledge of and satisfaction with WIN services. An assessment of local WIN services also was conducted to determine the degree of job development services provided, the extent of interagency cooperation, and perceived merits and shortcomings of local activities. Data were analyzed so that the patterns of placement and mobility among WIN terminees could be described. These patterns were explained on the basis of demographic, program, and local labor market conditions.
June 1974

NTIS PB246743/AS

3-273 Incentives and Disincentives in the Work Incentive Program

INTERSTUDY, WELFARE POLICY DIVISION
MINNEAPOLIS, MINN.

Earl Hokenson

Grant 51-27-73-09
Project completed fiscal year 1976

Descriptors: INCENTIVES; WORK INCENTIVE (WIN) PROGRAM; LABOR FORCE BEHAVIOR; WORK INCENTIVES; MINNESOTA, RAMSEY COUNTY

The objective of the study was to analyze the absolute and relative importance of monetary and nonmonetary incentives to WIN participants and their expressed levels of satisfaction with the incentives. The analysis was used to encourage successful employment outcomes as a result of the WIN experience.

During phase I, the grantee developed a conceptual framework that specified the expected incentives and disincentives inherent in the WIN Program, developed and pretested survey questionnaires for both current and former WIN participants, and designed a sample framework including both WIN I and WIN II populations in the experimental and control groups. During phase II, the grantee administered the survey questionnaire to the selected sample groups, conducted labor market analyses of the occupational categories into which study subjects had been grouped, processed and analyzed the data, and interpreted the findings.

Some study findings were that in general program participants were not aware of, did not understand, found too complicated, or too insignificant program features that might be identified as incentives or disincentives, such as the "30 and one-third" income disregard and the mandatory registration requirement with threat of loss of AFDC grant. The majority of WIN participants considered themselves volunteers. Vocational training was the only program component found to have a major impact on employment success. Underlying basic characteristics of individuals and their experience were better indicators of employment success than participation in any particular program component. Those characteristics associated with employment success were a successful work history, the absence of a child under 3 years of age for female-headed households, the absence of a significant perceived health problem, and the presence of a spouse in the household.

Earl Hokenson, Carol J. Reuther, and Susan R. Henke
May 1976

NTIS PB250597/AS

3-274 Physical Rehabilitation and Employment of AFDC Recipients

CORNELL UNIVERSITY
ITHACA, N.Y.

Daphne A. Roe

Grant 51-36-75-01
Project completed fiscal year 1978

Descriptors: HEALTH; NUTRITION; EMPLOYMENT; REHABILITATION; JOB PLACEMENT; WORK INCENTIVE (WIN) PROGRAM; NEW YORK, ITHACA

The project demonstrated that persons who have marketable skills but who are currently not employed because of health-related work disabilities can be returned to the labor market at minimal cost. Selected AFDC recipients who would be eligible for participation in WIN, except for the presence of specific chronic disabilities, were asked to participate in the project. Their health barriers to employment were removed at minimal administrative cost, which resulted in increased employability and job tenure, and potential welfare savings.

The initial group referred to the project consisted of persons with immediately marketable skills and chronic disabilities, e.g., chronic dermatoses, nutritional anemia, back problems, late effects of injury, visual and hearing defects, obesity, and gross dental problems revealed as cosmetic defects. A health education program was established and diet and exercise programs implemented for those with problems of obesity. Referral of subjects to area physicians and clinics for treatment was the responsibility of the principal investigator, who acted as advocate for the participants in obtaining full benefits of Medicaid to which the individual was entitled. A job development and placement program assisted participants in the transition to full-time employment. A model WIN health program was developed and included in the final report.
May 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; HEALTH; EMPLOYMENT OPPORTUNITIES; REHABILITATION; HANDICAPPED; NEW YORK

NTIS PB283256/AS
ETA

PHYSICAL REHABILITATION AND EMPLOYMENT OF WIN RECIPIENTS, FEASIBILITY STUDY
1975

Report Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; HEALTH; SUPPORTIVE SERVICES; JOB DEVELOPMENT; REHABILITATION; NEW YORK

NTIS PB246940/AS

3-275 Development and Design of a Social Service Voucher System

SOCIAL AND REHABILITATION SERVICES, U.S. DEPARTMENT OF HEALTH, EDUCATION, AND WELFARE
WASHINGTON, D.C.

Interagency Agreement SR 500-75-18
Project completed fiscal year 1978

Descriptors: WELFARE PROGRAMS; EXPERIMENTAL MODELS; DISADVANTAGED; CONNECTICUT

This was a joint funding with HEW to perform conceptual and developmental work for studying the dynamics and effects of using a voucher system to finance the purchase of social services by WIN and other welfare clients. The conceptual development has led to a design for conducting an experimental demonstration of the feasibility of using such a system. The contractor has developed: (1) A conceptual model for studying the dynamics and effects of various voucher systems for financing social services; (2) a design and methodology for conducting a demonstration that tests concepts and the feasibility of using a voucher system; and (3) criteria and measures for evaluating the effectiveness and utility of voucher systems. The model, design, and criteria have been included in a final report. Consideration by HEW for funding a test of the design is underway.

Gershon Cooper, Arnold J. Katz, Morris S. Whitcup
September 1977
H.E.W. (Social and Rehabilitation Service) Washington, D.C.

3-276 An Analysis of Unassigned Recipients in the WIN Program

P/RA RESEARCH, INC.
EAST MEADOW, N.Y.

Sam Resnick

Contract 51-36-76-03
Project completed fiscal year 1978

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVE (WIN) PROGRAM; WELFARE RECIPIENTS

Unassigned recipients are people registered for the Work Incentive (WIN) Program and receiving welfare who have not been assigned to training or employment. At present, they make up more than 70 percent of the WIN target population. This study examined the potential of unassigned recipients for training and job placement by reviewing their previous work experience and relevant social, economic, and demographic characteristics and the local labor market conditions. The study also analyzed how local administrative procedures and criteria for processing unassigned recipients affected assignment to WIN components.

The researchers report that the unassigned pool can be divided into registrants receiving WIN job development and referral services on a regular basis and those contacted much less frequently either because of a lack of resources or because of the extent of their barriers to employment. There was scant evidence that the unassigned recipient status was a transitional phase leading to future assignment in the WIN Program. Only about 13 percent of the unassigned recipients were judged not ready for jobs because of medical limitations noted in the WIN file. The study concluded that most unassigned recipients apparently could accept full-time employment if the program had the resources to meet their child care needs.

Robert Anderson
April 1978

NTIS PB284870/AS

3-277 The Job-Finding Club as a Method for Obtaining Employment for Welfare-Eligible Clients: Demonstration, Evaluation, and Counselor Training

ANNA MENTAL HEALTH AND DEVELOPMENTAL CENTER
ANNA, ILL.

N. H. Azrin

Contract 51-17-76-04
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; JOB SEARCH; AID TO FAMILIES WITH DEPENDENT CHILDREN; PROGRAMED INSTRUCTION

The principal objective of this research and demonstration effort is to test, in a controlled setting, the effectiveness and feasibility of the Job-Finding Club technique for use in the Intensive Manpower Services (IMS) component of the WIN Program. This technique, developed by the Anna Mental Health and Developmental Center, involves daily instruction of a client group until they find jobs. The approach is based upon research indicating that personal contacts are the single most important source of productive job leads and that job search involves learning a complex sequence of skills. In addition to receiving instructions from a counselor, clients assist each other in a structured "buddy" relationship and receive information on job leads from present and past group members as well as from more traditional outside sources. Clients attend daily sessions on actual jobseeking efforts, such as writing letters, reviewing help wanted advertisements, telephoning for interviews, and writing resumes.

One field counselor, assigned to each of the five WIN sites, is responsible for the random sampling of clients from a pool of WIN certified job-ready participants, for the training of a WIN agency counselor, and for the initial co-counseling of clients. Those not selected constitute the control group, which continues to receive regular WIN support services. The two groups will be compared as to the percentage obtaining employment within 2 months, job tenure, type of job, type of industry, the average salary, and job retention rates after 6 months. In addition, information will be gathered on costs per client and on the success rates of different categories of clients.

3-278 Men in WIN

IMPACT, INC.
MINNEAPOLIS, MINN.

David L. Thompson

Contract 51-17-76-05
Project completed fiscal year 1978

Descriptors: WORK INCENTIVE (WIN) PROGRAM; DURATION OF UNEMPLOYMENT; FAMILIES; ASSESSMENT OF APPLICANTS AND TRAINEES; WELFARE PATTERNS; MEN; FOOD

The purpose of this study was to examine the participation of men in the Work Incentive Program. About half the States provide AFDC benefits to families in which the father is present but has been unemployed for at least 30 days. These fathers, along with men who are single heads of households, comprise about 25 percent of all WIN registrants.

The study focused on four major areas: (1) The legal and program context of the WIN and AFDC/AFDC-Unemployed Fathers programs and the extent to which different State administrative regulations affect the economic situation and participation rates of men; (2) the economic and attitudinal work incentives and disincentives that Federal laws and WIN regulations may create for men; (3) an analysis of the characteristics of male and female WIN registrants and the extent to which differing characteristics influence WIN participation and the need for WIN services; and (4) an examination of the outcomes for both male and female WIN registrants to determine the characteristics that are the best predictors of successful participation in WIN.

The study recommends extension of the Unemployed Fathers program to the remaining States, separation of medicaid eligibility from AFDC status, coordination of WIN and Food Stamp program sanctions, elimination of the 100-hour work rule, and revision of the WIN reporting and allocation formula to encourage more systematic services to the most difficult to employ.

The researchers also obtained information on employment services for food stamp work registrants. The basic sources were interviews with employment service officers in a national sample of ES offices and with a sample of 112 food stamp work registrants. The researchers recommend elimination of mandatory food stamp registration of strikers, workers on short-term layoff, and people awaiting a new job. They also propose that registrants be required to visit ES offices.

EMPLOYMENT SERVICES AND THE SERVICE NEEDS OF FOOD STAMP WORK REGISTRANTS

Robert Grams, William Pollock, and Dara Hunt
August 1978

Report Descriptors: FOOD STAMP RECIPIENTS; WELFARE PROGRAMS; PUBLIC EMPLOYMENT SERVICE

NTIS PB286182/AS

MEN IN WIN: AN EXAMINATION OF FACTORS RELEVANT TO PARTICIPATION IN THE WIN PROGRAM

Robert Grams, William Pollock, and Rachel Rohde
September 1978

Report Descriptors: WORK INCENTIVE (WIN) PROGRAM; WELFARE LEGISLATION; AID TO FAMILIES WITH DEPENDENT CHILDREN; MALE/FEMALE

NTIS PB284986/AS

3-279 TOTAL FAMILY SUPPORT FEASIBILITY STUDY

SYSTEMS IN EDUCATION AND TRAINING, INC.
PHILADELPHIA, PA.

Judith Kaufman

Contract 51-12-76-06
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; HOUSEHOLDS; SUPPORTIVE SERVICES

During the initial phase of this project, the contractor tested the operational feasibility and effectiveness of providing supportive services to the entire families of welfare recipients registered for the Work Incentive (WIN) Program. The objective was to improve the job prospects or earnings of the breadwinners and potential breadwinners in these families.

The experience in the feasibility phase showed some promise of increased postprogram employment and income for family members. Hence the contractor plans to conduct a larger demonstration, which is expected to yield more definitive findings.

During the demonstration, the contractor will set up experimental and control groups for research purposes. The experimental group will be assigned to a special WIN counseling team, consisting of two WIN counselors. One will be an employment/vocational counselor, responsible for all aspects of job development, training, placement, job coaching, and followup. The other team member will be the family counselor, responsible for advising the family on day care, school-related problems, nutrition, interpersonal relationships, and community resources. The control group will be assigned to a regular WIN counseling team and will receive only the current WIN services.

The contractor will evaluate both the operations and the results of the demonstration.

TOTAL FAMILY SUPPORT FEASIBILITY STUDY

Lee M. Coleman
July 1977

3-280 AN INSTITUTIONAL ANALYSIS OF THE WORK INCENTIVE PROGRAM

THE URBAN INSTITUTE
WASHINGTON, D.C.

Mark L. Chadwin

Contract 51-11-77-01
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; INTERSYSTEM LINKAGES

The objectives of this study are to describe present institutional arrangements for delivering WIN services, their effectiveness given existing economic, political, social, and environmental constraints, and the potential of various strategies for aiding State organizations in the delivery of WIN services. To do so, the researcher is identifying the internal and external organizational characteristics associated with high and low levels of local office performance, constructing model delivery systems from existing WIN structures, and suggesting a series of models for various environments.

A number of factors were used to select the States and sites for the study to insure that the various organizational characteristics of the WIN system are adequately represented. They include, but are not limited to, colocation of ES, WIN, and welfare units, integrated ES/WIN units, completely separate ES/WIN operations, and WIN/welfare integration. Statistical controls are being used to separate institutional and noninstitutional factors that account for variations in the performance of local sites. Performance will be judged on the basis of a composite measure derived from the WIN allocation formula. The study will include an analysis of Federal management and organizational structure of the WIN program.

3-281 THE WIN RESEARCH LABORATORY PROJECT

MANPOWER DEMONSTRATION RESEARCH CORPORATION
NEW YORK, N.Y.

William J. Grinker

Contract 51-36-77-03
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; INCOME MAINTENANCE; WELFARE RECIPIENTS; PROGRAM SERVICES AND TECHNIQUES; WELFARE REFORM

The objectives of this project are to: (1) Develop a unified Work Incentive Program Laboratory composed of local WIN offices that provide the settings for operational testing of innovative program models and revised administrative procedures sensitive to the current work/welfare/WIN policy issues and (2) implement a series of agreed upon experimental and demonstration projects that concentrate on placing welfare women in private sector jobs.

The Denver, Colo., Laboratory is stressing services for WIN volunteers, especially those presently exempt from WIN because they have children under 6 years old. The Louisville, Ky., program will provide supportive services and job search assistance to applicants applying for welfare. The objective is to offer immediate employment as an alternative to welfare at the critical time when a client has been forced to apply for welfare because of a sudden change in family composition or income. The Madison, Wis., program will test the effectiveness of a modified on-the-job training (OJT)format in which WIN will pay wages for the first third of the contract to induce employers to hire welfare women for OJT positions paying $4 an hour or more. The St. Louis, Mo., Laboratory will cooperate with the Small Business Administration in a new job development program to identify employers who might hire WIN registrants to take advantage of the WIN tax credit and OJT provisions.

The laboratory projects are envisioned as long-term efforts that will build upon the knowledge gained from existing projects.

3-282 The Impact of Federal Security Programs on Work Incentives and Family Stability: A Comparative Look at Recipients of Welfare, WIN Services, and Unemployment Compensation

WORCESTER POLYTECHNIC INSTITUTE
WORCESTER, MASS.

Leonard H. Goodwin

Grant 51-25-77-05
Project still in progress

Descriptors: WELFARE RECIPIENTS; WORK INCENTIVE (WIN) PROGRAM; WORK ATTITUDES; UNEMPLOYMENT INSURANCE; FAMILIES; LOW INCOME

This 2 1/2-year study is designed to determine whether expansion of benefits to welfare recipients has a negative effect on work orientations, work effort, and family stability. The researcher is also considering such issues as: (1) What role can WIN play in overcoming any negative effects? (2) Does the unemployment compensation program enable persons with low work ethics to leave the labor force? (3) What are the work orientations of low- to middle-income persons who receive no welfare or unemployment insurance benefits? (4) How have work orientations changed during the 7 years since a similar study? (See 51-09-69-02). Project staff are interviewing four groups of persons in each of three cities initially and a year later. Two groups consist of male and female household heads, one of which receives welfare and WIN services and the other welfare only, even though its members are eligible for WIN services. Recipients of unemployment insurance make up a third group. A final group consists of low- to middle-income persons not receiving income security benefits. The mean values for the various work and family orientations will be compared with those for groups receiving benefits. Such comparisons will indicate whether those who initially accept benefits have lower work ethics, less confidence in themselves, greater acceptance of Federal benefits, or less family commitment than those in the regular work force.

The study is expected to fill gaps in understanding of the orientations and experiences that lead persons to accept income security benefits as well as the impact of those benefits on orientations and subsequent work experiences. Findings should have policy implications for issues ranging from eligibility standards for benefit programs to questions of job creation versus benefits for the unemployed.

3-283 Income Inequality and Employment

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Mary Fish

Grant 21-01-77-14
Project completed fiscal year 1978

Descriptors: POVERTY; FAMILIES; WELFARE RECIPIENTS; INCOME; EMPLOYMENT AND TRAINING POLICY; STATE-OF-THE-ART PAPERS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; MONOGRAPHS

This project was a synthesis/analysis of over 50 research and development projects sponsored by the Employment and Training Administration on the subject of income and employment. In addition, other sources were explored to clarify or supplement basic issues concerning the topic. Several of the studies examined how welfare recipients become gainfully employed and, once employed, move into jobs with wages adequate to raise their standard of living above the poverty level.

Specifically, the report reviews and analyzes: (1) The extent to which welfare recipients and the low-wage employed change income levels due to the participation in employment and training programs; (2) the characteristics that allow workers to move from an inadequate to an adequate wage-income level; (3) the change in income levels achieved by programs designed to upgrade skills; and (4) the type and amount of income change program participants can expect. The report is primarily inteded for use by planners and practitioners who design and implement policies and programs dealing with the problems of welfare recipients and the low-wage employed. *May 1978*

NTIS PB282995/AS
ETA R&D MONOGRAPH NO. 66

3-284 A Study of an Experiment in the Massachusetts AFDC-UF Program to Require Work Experience and to Eliminate the 100 Hour Maximum on Hours Worked

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Leonard J. Hausman

Grant 51-25-78-02
Project still in progress

Descriptors: UNEMPLOYED; WORK-EXPERIENCE PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN

This study will evaluate an experiment being conducted by the Massachusetts Work Incentive (WIN) Program, in which long-term unemployed fathers currently in the WIN unassigned pool are reappraised and, if found suitable, may be assigned to 13 weeks of work experience. The work experience is to be combined with job counseling and job search for 2 days a week. In addition, the project will waive the rule denying welfare to families of fathers who work more than 100 hours a month, which is often cited as an employment disincentive.

After the reappraisal, those found suitable for work experience will be randomly assigned to one of three treatments: (1) Work experience and job counseling plus waiver of the 100-hour work limitation; (2) waiver of the 100-hour limitation only; and (3) regular WIN services, with no new treatment or waiver. The men receiving the third assignment will serve as a control group. Data will be collected from WIN and welfare case records, a questionnaire on employment barriers filled out at the reappraisal, and interviews with work sponsors, job counselors, and clients.

The study will be based largely on comparisons among the three treatment groups. It will try to answer the following questions: (1) What are the barriers to employment of this group of long-term unemployed fathers? (2) Does work experience facilitate the transition to regular employment? (3) What effect does relaxing the 100-hour rule have on the likelihood that a long-term unemployed man will obtain a job?

3-285 Assessment of a WIN Quality Training Demonstration Program

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Laure M. Sharp

Grant 51-11-78-03
Project still in progress

Descriptors: TRAINING; WORK INCENTIVE (WIN) PROGRAM; AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE PROGRAMS; WOMEN

This experimental project will test whether long-term, high-quality skill training can enable female heads of households on AFDC to move from the secondary to the primary labor market and become self-supporting. The project is an initial effort to explore the feasibility of establishing a training com-

ponent comprised of selected training institutions that offer tightly structured instructional formats, remedial education for trainees without high school equivalencies, and a proven record of placing graduates in expanding occupations with starting wages of more than $9,000 per year. The project is operating in Chicago and Columbus, Ohio under contract with the Bell and Howell Education Group.

The researchers will use a random experimental control group to compare the outcomes for women taking the training and those receiving shorter term WIN services. The project is exploring the following questions: (1) Is there a pool of female WIN registrants who can meet eligibility criteria and are likely to succeed in high-quality skill training? (2) What is the expected dropout rate of such a program and how can it be minimized? (3) What are the job market outcomes for program completers? Analysis will be based upon interviews collected before, during, and after the training.

3H 9. THE NEIGHBORHOOD YOUTH CORPS

3-286 THE YOUTH EMPLOYMENT PROBLEM: SOME FINDINGS AND IMPLICATIONS

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.
AND
COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Contract 82-34-66-12
Project completed fiscal year 1969

Descriptors: YOUTH PROGRAMS; DISADVANTAGED; TARGET GROUPS; EFFECTIVENESS OF PROGRAMS; EXPERIMENTAL MANPOWER LABORATORIES; NEW YORK, NEW YORK

Following its extensive work in early employment and training programs for youth (see MDS 1-63). "Mobilization for Youth" (MFY) was designated as the first experimental employment and training laboratory under the R&D program (contract 82-34-69-21). One of its laboratory activities was a rigorous experiment to explore the value and impact of various combinations of services provided to 5,000 Neighborhood Youth Corps enrollees. This preliminary analysis of data from the experiment sought to determine who inquires about the program, who enrolls in it, who drops out, who completes it, who benefits from it in terms of employment, and what kinds of employment and other outcomes are attained.

The report summarizes data collected in the laboratory experiment. The following findings are noteworthy: (1) It may *not* be correct to assume that disadvantaged youth *as a whole* lack work habits because they have had little or no work experience. (2) It may *not* be correct to assume that out-of-school ghetto youth are unmotivated to work. (3) It may *not* be correct to assume that disadvantaged youth generally differ from affluent groups in the society with respect to conventional attitudes about their society, its institutions, and social roles. (4) MFY has operated successfully a youth employment program *without* "creaming" good employment risks for training and other labor development services, leaving poor risks to fend for themselves. (5) Work-experience training may *not* attract or benefit youth over 18 years of age unless they can acquire higher level occupational skills and other advanced skills. (6) Development of work habits through work-experience training may *fall far short* of meeting the real needs (such as for job skills in demand) of disadvantaged youth as a whole and, therefore, have little impact on their lives (particularly in leading them to meaningful careers). (7) Among the wide range of demographic data, only level of educational attainment is consistently related to degree of employment (such as job stability, earnings, and skill level) which disadvantaged youth can achieve. (8) The skill level of work-experience training sites *may* be related to training attrition and to subsequent vocational outcomes.
1971

NTIS PB199411/AS

3-287 AN ASSESSMENT OF THE IN-PUBLIC SCHOOL NEIGHBORHOOD YOUTH CORPS PROJECTS IN CINCINNATI AND DETROIT, WITH SPECIAL REFERENCE TO SUMMER-ONLY AND YEAR-ROUND ENROLLEES

NATIONAL ANALYSTS, INC.
PHILADELPHIA, PA.

Gerald D. Robin

Contracts 81-40-66-18 and 41-7-001-40
Project completed fiscal year 1969

Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); ATTITUDES; JOB PERFORMANCE; STUDENTS; OHIO, CINCINNATI; MICHIGAN, DETROIT

This study investigated the impact on enrollees of the year-round and summer-only in-school Neighborhood Youth Corps (NYC) programs in Cincinnati and Detroit. A sample of 890 youth, representing enrollees and a comparable group not enrolled, were interviewed three times during June 1966-April 1967 to determine changes in performance and attitudes. Their parents were also interviewed and school and police records were analyzed.

Since unemployment was higher among those not enrolled, the researcher concluded that NYC was fulfilling a real need in providing job opportunities. Nearly all enrollees were satisfied with their NYC jobs and their supervision, but wanted more counseling. A substantial proportion of the enrollees felt that the money earned in the NYC had been a great help to their families. Several measures of attitudes and performance showed no improvement in enrollees' perceptions of school and work or in their record of delinquent behavior when compared with the control group.

These findings led to a recommendation for a study of the effects of specific NYC program components, such as the quality of work supervision.
1969

NTIS PB183081/AS
ETA

INTERVIEW SCHEDULE SUPPLEMENT
1969

NTIS PB183082/AS

3-288 HOUSTON'S OUT-OF-SCHOOL NEIGHBORHOOD YOUTH CORPS: A COMPARATIVE OBSERVATIONAL STUDY OF THE NYC'S IMPACT ON THE WORK ATTITUDES AND JOB FUTURES OF POVERTY YOUTHS

RICE UNIVERSITY
HOUSTON, TEX.

Edwin Harwood and Robert Olasov

Contract 41-7-003-46
Project completed fiscal year 1969

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); WORK ATTITUDES; YOUTH; SEX DIFFERENCES; EFFECTIVENESS OF PROGRAMS; MONOGRAPHS; TEXAS, HOUSTON

This project examined the impact of Neighborhood Youth Corps operating procedures on enrollees in out-of-school NYC projects in the Houston metropolitan area. The study identified problems of enrollee recruitment, determined the program's effectiveness in developing motivation and positive attitudes toward learning among enrollees, and assessed the relationship between NYC wage incentives and enrollee recruitment and morale.

The investigation reported that although the minimum wage rate paid for NYC work attracted young men to the program, it was not high enough to hold them in Houston's tight labor

market, where unskilled and semiskilled jobs were readily available. Girls, however, had much more limited alternatives and remained in the program far longer. The study suggested several methods for developing motivation and positive attitudes in enrollees. Also recommended was further research on the very different job requirements and job opportunities of various categories of low-income youth—girls versus boys, youth under 18 with those over 18, and young women with and without dependent children.
1969

NTIS PB184978/AS
ETA
R&D Monograph No. 13 (*The Neighborhood Youth Corps: A Review of Research*)

3-289 A Study of the Effectiveness of Selected Out-of-School Neighborhood Youth Corps Programs, Phase III (A Study of NYC-1 Projects)

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Contract 41-7-004-09
Project completed fiscal year 1971

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS; SEX DIFFERENCES; BASIC EDUCATION; PROGRAM DESIGN; WORK ATTITUDES; YOUTH

This project compared the effectiveness of selected out-of-school Neighborhood Youth Corps (NYC) projects in Pittsburgh, Pa.; Cincinnati, Ohio; Durham, N.C.; East St. Louis, Ill.; and St. Louis, Mo., in facilitating the adjustment of enrollees to the world of work and to the community environment. There were six components: (1) A Retrospective Study, (2) a Prospective Study, (3) a Termination Study, (4) a Clerical Co-op Study, and (5) an accelerated Learning Experiment Study, and (6) a Measurement of Work-Relevant Attitudes Study.

The primary hypothesis that the NYC programs had helped enrollees achieve satisfactory adjustment to life and work was not confirmed. An early conclusion that the NYC seemed to be most effective with black women was not supported by later data. First-round interviewing in the Retrospective Study showed that female, but not male, subjects in the experimental group had significantly less unemployment than comparable controls. In the second round of interviewing, however, both men and women in the experimental groups were found to be more self-supporting than control group members.

Although there was no clear evidence that the NYC effectively enhanced the employability of the average enrollee, there was evidence that some program components had a significant effect. For example, in the Clerical Co-op Study, formal skill training, worksites with training and employment opportunities, job development, and job placement assistance appeared to be associated with increased post-NYC employment. The Accelerated Learning Experiment Study suggested that three levels of remedial education should be offered to trainees, with appropriate opportunities for the enrollees to progress from one level to another. In the Measurement of Work-Relevant Attitudes Study, it was found that attitude questions differentiated on the basis of sex, race, and school status with the largest proportion of the variance associated with school status. A factor analysis suggested that three underlying dimensions related to work attitudes were optimism, self-confidence, and unsocialized attitudes.

Many of the findings helped shape the redesign of the Neighborhood Youth Corps programs in early 1970.
1971

NTIS PB187933/AS

3-290 Optimizing the Benefits of Neighborhood Youth Corps Projects for Rural Youth

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 41-7-006-25
Project completed fiscal year 1970

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; YOUTH; LITERATURE REVIEW; MONOGRAPHS

This two-phase project sought to provide guidelines for an effective Neighborhood Youth Corps program in rural areas. A literature survey and the phase 1 study led the researchers to conclude that rural NYC projects can be effective only if they help to prepare rural youth for urban occupations and urban living. Phase 2 tested the hypotheses developed in phase 1 and explored factors that bring about heavy rural out-migration, elements associated with adequate adjustment to urban life, and ways in which NYC might ease the rural to urban transition. For this phase, 18 counties located in 11 States in the north-central region were selected. Four small cities in four of the counties were selected for control purposes. Questionnaires asking for information on their early history, social adjustment, advanced education, and migration patterns were sent to a random sample of youth selected from all students enrolled in the eighth grade in these counties and cities during the 1960-61 school year who would have been eligible to enter an NYC project had one been available. A total of 1,144 completed questionnaires (72 percent of the sample) were returned.

Only 16 percent of the youth sampled remained in their home communities during the 3-year period following the date they graduated—or would have graduated—from high school; 77 percent moved to a city. The out-migration rate for women was considerably higher than for men. The youth most likely to be served by NYC (school dropouts, those from low-income families, and lower grade students) were much less inclined to leave rural areas and more inclined to return if they did. Failure to adjust to urban life was implied by high return rates for noncollege migrants: 25 percent of the young women and 43 percent of the young men returned to a rural area within 3 years.

Very few characteristics of the rural areas were found to influence the rate of out-migration. Low median family income was most closely associated with high out-migration rates. Less important were availability of factory employment and the relative lack of cultural facilities in the county.

No evidence was found that the noncollege migrant was at a severe disadvantage educationally in finding employment or making a social adjustment. However, lack of counseling was found to be related to low entry-level salaries and poor socialization of youth who migrated. Most of the men who did not go to college went into blue-collar jobs; the women into white-collar jobs. Those who found low-level work were much more inclined to return to their home area than those in higher level jobs.

The authors felt the most obvious need neglected by the NYC programs was adequate preparation of rural youth for urban living. They suggested that NYC could, for example, acquaint enrollees with job-finding methods and furnish information on urban occupations, training opportunities, and services. Other recommendations included: (1) More flexible guidelines for entry into NYC by redefining "disadvantaged" to give equal weight to low income and to geographical and social isolation; (2) deemphasizing part-time job aspects of NYC in rural projects; (3) supplementing the rural educational system through vocational training, occupational familiarization, counseling, and special education where needed; and (4) modifying administrative concepts to include cooperation between NYC projects in rural areas and those in adjacent urban growth centers.

SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH
1970

NTIS PB184980/AS

PHASE I—OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH
1970

NTIS PB184977/AS

FINAL REPORT ON OPTIMIZING THE BENEFITS OF NEIGHBORHOOD YOUTH CORPS PROJECTS FOR RURAL YOUTH-PHASE 2: A FOLLOW-UP STUDY OF 1,144 YOUNG ADULTS

Guy H. Miles, William F. Henry, and Ronald N. Taylor
1970

NTIS PB185881/AS
ETA R&D MONOGRAPH NO. 13 (*The Neighborhood Youth Corps: A Review of Research*)

3-291 THE ECONOMIC NEEDS OF NEIGHBORHOOD YOUTH CORPS ENROLLEES

BUREAU OF SOCIAL SCIENCE RESEARCH, INC. WASHINGTON, D.C.

Leonard H. Goodman and Thelma D. Myint

Project completed fiscal year 1970

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); CONSUMPTION; INCOME; STUDENTS; YOUTH; ECONOMIC WELFARE; MONOGRAPHS

This study explored the question, "Are the employment provisions of the Neighborhood Youth Corps realistically geared to the economic needs of NYC enrollees?" Using methodology developed in a pilot study under a research grant, (Grant 91-09-66-33), the researchers surveyed the personal budgets (incomes and expenditures), the personal possessions (especially the wardrobes), and the consumer needs of a national sample of 2,000 young people enrolled in the in-school and out-of-school NYC programs in the spring of 1968. For comparison, the survey also covered about 500 classmates of the in-school group who were eligible for the NYC program but were still on the waiting list. NYC and school officials also provided data.

Median take-home pay from their NYC jobs was about $24 every 2 weeks for in-school enrollees and $75 for out-of-schoolers. Other income, usually from a second job, raised the average biweekly total to $32 and $100, respectively. However, for the majority of enrollees (88 percent) NYC was the only source of income.

Since the out-of-school group was typically older and many were household heads, their spending patterns closely resembled those of low-income families found in other expenditure surveys, with the major share of income going for the necessities of shelter and food. Even among the students, these items consumed over one-third of their modest income—either directly or as a contribution to the family.

Clothing took about half as much of the students' income as food and shelter, in line with other studies showing that youth of high school age spend more on clothing than any other age group but their immediate seniors (between the ages of 18 and 24). Moreover, the students' buying of clothes may legitimately be regarded as a part of school expenses, since nearly one-fifth of the out-of- school group said they had left school because they couldn't afford proper clothing.

Among the students, savings and insurance accounted for nearly 10 percent of income, transportation (almost exclusively for getting to and from school) a little more than 6 percent, and school expenses about 4 percent (more in the higher grades). The remaining quarter of income was distributed over personal possessions (such as wristwatches), personal care, entertainment, tobacco and alcohol, gifts, charitable contributions, and miscellaneous goods.

This pattern scarcely suggests frivolous spending. Much of it represented spending for modestly priced items that many middle-class boys and girls take for granted. In comparison with their fellow students, however, both the boys and girls had more clothing and more personal possessions—mostly acquired since joining the NYC.

Yet only 11 percent of the NYC students said they had no further needs. The greatest need, mentioned by one-fifth, was "a better place to live" and almost as many said clothing. The third priority (listed by 15 percent) was money for school, followed closely by medical and dental care. Smaller proportions of enrollees mentioned personal care, recreation, and food. Less than three-fifths of the group, however, expressed a need for more money: the median amount needed was $13 a week. They said they would like to earn this money by working longer hours at their NYC jobs.

If changes in rates of paying for NYC jobs were to be made, the researchers suggested that the provision of additional income in the senior year would help to compensate for heavy graduation costs and serve as an extra incentive to graduate.
1970

NTIS PB186526/AS
ETA R&D MONOGRAPH NO. 13 (*The Neighborhood Youth Corps: A Review of Research*)
Manpower, Feb. 1970, "Youth Corps Pay-Where It Goes"

3-292 DISADVANTAGED YOUTH APPROACHING THE WORLD OF WORK: A STUDY OF NYC ENROLLEES IN NEW YORK CITY

STATEN ISLAND MENTAL HEALTH SOCIETY, INC. STATEN ISLAND, N.Y.

Wallace Mandell, Sheldon Blackman, and Clyde E. Sullivan

Contract 41-7-009-34
Project completed fiscal year 1970

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; WORK ATTITUDES; EMPLOYER PRACTICES AND POLICIES; MONOGRAPHS; NEW YORK, NEW YORK

This study compared views concerning the demands and benefits of employment held by: (1) NYC enrollees, their NYC work supervisors, and potential employers and (2) NYC enrollees in the early and late stages of enrollment. Information was sought on views about skill requirements (i.e., education, speaking ability, or vocational preparation), standards of behavior on and off the job (i.e., punctuality, dress, and use of narcotics); employers' expectations of new employees in their relationship with fellow workers and with supervisors; ways in which prospective employees are "tested" against the job requirements; and the conduct of employment interviews.

The study was conducted in 1968 at nine out-of-school NYC projects in the poorest areas of New York City, using residents of these areas as interviewers. The early-late comparisons were based on interviews with 297 enrollees in their first 3 months in the NYC and 311 in their last 3 months. For the enrollee-supervisor-employer comparisons, 74 of the latter enrollees who sought jobs were reinterviewed after their job hunt, but interviews with both their NYC supervisors and the employers to whom they had applied could be obtained for only 40 of them.

By every measure, the youth saw the work situation as far more demanding than did either supervisors or employers. Although all three groups agreed that the youth lacked preparation, supervisors and employers, unlike the youth themselves, believed that little preparation was needed for the jobs they sought. Both enrollees and supervisors rated work experience as a more essential qualification than did employers, who held NYC experience in especially low esteem. Although enrollees exaggerated the value of NYC experience, only one-third of them intended to look for related jobs when they left NYC. Enrollees saw personal and work-related references as the critical element in getting a job, whereas supervisors and employers agreed that the interview was most critical.

Enrollees in the early and late stages differed significantly on only 13 of 145 items, and these differences had no pattern. Hence, their NYC experience had not changed the youths' view of themselves or of employer requirements.

The authors concluded that NYC projects ought to deemphasize work orientation and emphasize the provision of work credentials, access routes to work, and a realistic view of the working world—which disadvantaged youth can rarely get through their parents or on their own. The need is for training and experience which can be transferred to private employment and which is therefore usually not available through nonprofit agencies which employ NYC enrollees.
1970

NTIS PB189015/AS
ETA R&D MONOGRAPH NO. 13 (*The Neighborhood Youth Corps: A Review of Research*)

3-293 THE JOB SUPERVISOR'S ROLE IN NEIGHBORHOOD YOUTH CORPS PROGRAMS FOR OUT-OF-SCHOOL YOUTH

FORDHAM UNIVERSITY
BRONX, N.Y.

Mary G. Powers, Gerald M. Shattuck, and Charles Elliott

Contract 41-7-010-34
Project completed fiscal year 1971

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; ATTITUDES; SUPERVISION; NEW YORK, NEW YORK

This study examined the role of the Neighborhood Youth Corps (NYC) job supervisor, usually a regular employee of the NYC sponsor (such as a municipal agency or a public hospital) and in close contact with the out-of-school enrollee. The study compared job supervisors' conception and performance of their jobs with the expectations of NYC enrollees and the sponsoring agencies. Data were obtained through observations of NYC out-of-school job supervision at job sites in New York City and interviews with job supervisors, enrollees, and NYC staff.

The results suggested that a single consistent set of expectations did not exist. Supervisors varied considerably in both their conception of the program's basic goals and their emphasis on an educational, in contrast to a job training, function. Job supervisors and enrollees generally agreed on the dimensions of the supervisory role: In terms of performance, both supervisors and enrollees reported that supervisors did a considerable amount of counseling, but in terms of expectations, enrollees emphasized the counselor, advisor, friend aspects of the role, whereas the job supervisors emphasized its routine supervisory aspects.
1971

NTIS PB194771/AS

3-294 YOUTH TUTORING YOUTH

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Contract 42-7-001-34
Project completed fiscal year 1969

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TUTORING; HANDBOOKS

During the summer of 1967, the contractor joined with the school systems of Newark and Philadelphia to apply the old concept that those who teach also learn in the in-school portion of the Neighborhood Youth Corps. The two projects assigned NYC enrollees to work with teachers in inner-city schools as aides who tutored younger pupils as needed. The Philadelphia project had 120 tutors and was oversubscribed with 588 pupils needing tutoring. In Newark, 80 tutors served 180 younger pupils.

The NYC enrollees who were low achievers made significant learning gains when suitably trained and put to work as tutors, and the younger low achievers they tutored made significant gains as well.

This experience was the basis for a training manual, films, and other materials that were used in spreading the approach to 7 other cities, including Detroit and Washington, D. C.

Subsequently, the contractor received a grant for further refinement of the method (grant 42-0-005-34).

YOUTH TUTORING YOUTH (SUPERVISOR'S MANUAL)
1969

NTIS PB199527/AS

3-295 A COMPREHENSIVE ASSESSMENT OF THE PROBLEMS AND CHARACTERISTICS OF NEIGHBORHOOD YOUTH CORPS ENROLLEES: A PILOT INVESTIGATION

RESEARCH TRIANGLE INSTITUTE
DURHAM, N.C.

William C. Eckerman, Eva K. Gerstel, and Richard B. Williams

Contract 81-35-67-01
Project completed fiscal year 1969

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ASSESSMENT OF APPLICANTS AND TRAINEES; MONOGRAPHS; NORTH CAROLINA

This study analyzed the characteristics of Neighborhood Youth Corps (NYC) enrollees in North Carolina in early 1968 and their proficiency in academic and job-related skills in order to estimate their current ability to benefit from further education, training, or employment.

About two-thirds of both in-school and out-of-school enrollees were black, female, and in rural programs. Three-fifths needed dental care, and two-thirds had eye trouble. About half (including those still in school) had failed at least one grade. One-third of those in the out-of-school program had not gone beyond the eighth grade.

Tests of proficiency in job-related aptitudes and basic school subjects (mainly the Wide Range-Achievement Test (WRAT), the General Aptitude Test Battery (GATB), and GATB "critical scores" for Occupational Aptitude Patterns) suggested the various types of assistance from which enrollees could benefit. Some 21 percent were classified as *educable*—capable of finishing high school or doing at least some college work if they could get the necessary financial assistance. Another 36 percent were designated as *trainable*—functioning at the seventh- or eighth-grade level, but having the clerical and manipulative aptitudes for a variety of skilled and semiskilled blue- or white-collar jobs which they could do if given training and/or remedial education. Another 14 percent were classified as *marginally trainable* (with WRAT scores at the fourth- or fifth-grade level) having the aptitude for such low-skilled jobs as machine feeder, sewing machine operator, and apple packer. The remaining 29 percent did not meet minimum aptitude requirements for any of the 36 Occupational Aptitude Patterns but were deemed *employable* in very low-skilled jobs (for example, maid, porter, farm laborer).

The last two groups-more than 2 of every 5 enrolled-were functioning at or below the norms established for the lowest 10-12 percent of the labor force. They were also the least motivated and had the most negative outlook on life—findings confirmed by both former teachers and current work supervisors. Any substantial upgrading of these enrollees would, the authors concluded, require motivational training, intensive counseling, remedial education, and job training.

The spread in skill among the enrollees argue, in the authors' view, for an equally diversified NYC program and links with other programs for those "graduates" who need and can bene-

fit from further help—whether to continue their education, to take further training, or to find a job. It also calls for an overall testing program as a guide to the youth's needs.

Some of the authors' specific suggestions for NYC improvement were proposed to the Congress in early 1969.
1969

NTIS PB183080/AS
ETA
Also available from ERIC—MP 000768; ETA—*The Neighborhood Youth Corps: A Review of Research*, Manpower Research Monograph No. 13, 1970

3-296 Business Office Culture Project

NATIONAL BOARD, YOUNG WOMEN'S CHRISTIAN ASSOCIATION OF THE UNITED STATES OF AMERICA
NEW YORK, N.Y.

Contract 42-8-007-34
Project completed fiscal year 1970

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUNG WOMEN; OCCUPATIONAL TRAINING; OFFICE WORKERS; VOLUNTEERS

Under this contract, the YWCA National Board administered office training projects for out-of-school NYC girls in six cities (Dallas, Mt. Vernon, Philadelphia, Pittsburgh, St. Louis, and Tacoma). Each project operated for 4 1/2 months and they collectively trained and placed 165 girls between the ages of 17 and 25 who were reading at tenth grade level and had some prior training in office occupations but no marketable skills.

The training was given in "learning centers" which resembled business offices, and supportive services were provided by 150 volunteers and 138 cooperating community organizations and agencies. The report described the way in which the basic program design was adapted to circumstances in each of the 6 cities where projects were conducted and presented guidelines for a national program to help women and girls understand and benefit "from the new dimensions of work—in a society of rapid technological change."

NTIS PB199503/AS

3-297 NYC Goes to a Community College

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

J. W. McDaniel

Contract 42-9-003-05 and 42-0-001-05
Project completed fiscal year 1973

Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; NEIGHBORHOOD YOUTH CORPS (NYC); ON-THE-JOB TRAINING (OJT); UNIVERSITIES AND COLLEGES

In the summer of 1969, 12 community colleges in California cooperated with local Neighborhood Youth Corps (NYC) sponsors to operate work-and-study programs. In 1970 the program model was extended to five cities in five States. Youth were recruited from high school juniors and seniors who needed some economic support and some fresh incentive to continued study and effort. The colleges admitted the enrollees to regular and special college credit classes, provided tutoring and instructional support for students needing extra help, provided educational and vocational counseling, and supervised the work of each enrollee. The students passed the college courses with satisfactory grades.

By combining a college environment, college courses for credit, work for pay, and counseling, the great majority of enrollees developed new career plans and new levels of self-confidence.

In 1971 and 1972 special presentations were made to NYC sponsors and local community colleges so that they could learn about overall design and daily operations and procedures of the model program.

Outcomes of the efforts to spread the model have been rewarding. More than 10,000 NYC youth have participated in the program, which grew from a pilot model to 128 programs in 1972. Most of the programs have been implemented in conjunction with summer NYC projects. Success has also been achieved in extending the model to youth enrolled in the NYC in-school program.

In a subsequent project (contract 42-06-71-01), the model was expanded to the NYC-2 out-of-school component.

SUMMER NYC GOES TO A COMMUNITY COLLEGE
February 1971

NTIS PB202931/AS

NYC (SUMMER) IN-SCHOOL GOES TO COMMUNITY COLLEGE
February 1970

NTIS PB220914/AS

3-298 Experimental Manpower Laboratory To Test Innovative Manpower Development Strategies for Disadvantaged Youth

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Leonard P. R. Granick

Contracts 82-36-69-21, 82-36-71-07, and 42-36-73-02
Project completed fiscal year 1975

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); EMPLOYMENT AND TRAINING PLANNING AND ADMINISTRATION; ENGLISH AS A SECOND LANGUAGE (ESL); YOUTH; TRAINING PRACTICES; NEW YORK, NEW YORK

The Experimental Manpower Laboratory explored the feasibility and value of various innovative strategies for programs to meet the employment and training development needs of disadvantaged persons, particularly youth. Laboratory staff designed and operated local employment programs and applied research methods in analyzing such programs. Mobilization for Youth provided an action-research setting on the lower east side of New York City and was geared to develop, run, and measure the effectiveness of new employment and training program techniques.

The diversity of the laboratory's work is reflected in the large number of manuals, monographs, and field research reports it has produced. These publications deal with research on the characteristics of the youth population served at MFY, MFY's experience in dealing with programmatic issues and problems in operating youth programs, and innovative approaches developed and tested at MFY to improve the employability and employment experience of disadvantaged youth.

FULFILLING THE POTENTIAL OF NYC-2 (FOUR MONOGRAPHS: INTEGRATING REMEDIAL EDUCATION INTO NYC TRAINING PROGRAMS; CRITERIA FOR THE SELECTION AND TRAINING OF NYC WORK SUPERVISORS; NEW DIRECTIONS IN VOCATIONAL COUNSELING OF NYC TRAINEES; THE UTILIZATION OF INDUSTRIAL ADVISORY COMMITTEES TO INCREASE EMPLOYMENT OPPORTUNITIES)

Jerome G. Schenkman, Fred Lorber, Betty Pudney, and Richard Tobias
July 1970

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); BASIC EDUCATION; COUNSELING AND GUIDANCE; CETA SERVICES AND PLANNING; JOB DEVELOPMENT; EMPLOYMENT AND TRAINING PROGRAM STAFFING

NTIS PB199437/AS

COMPREHENSIVE REPORT ON MFY LABORATORY ACTIVITIES IN 1970 (TWO VOLUMES)

NTIS PB201473/AS

INDUSTRIAL GUIDELINES FOR UNDERTAKING A HARD-CORE EMPLOYMENT PROGRAM: AN ANALYTIC CASE STUDY OF THE EXPERIENCE OF AN URBAN INDUSTRIAL ORGANIZATION

Emily M. Schneider
December 1970

Report Descriptors: INDUSTRIAL WORKERS; ON-THE-JOB TRAINING (OJT); YOUTH; HARDCORE

NTIS PB199481/AS

PROBLEMS OF THE DISADVANTAGED IN TEST TAKING

Abe Helfand and Irwin Feifer
December 1970

Report Descriptors: ASSESSMENT AND EVALUATION; TESTING

NTIS PB199431/AS

THE WORK SAMPLE: REALITY-BASED ASSESSMENT OF VOCATIONAL POTENTIAL

Paul McHugh
December 1970

Report Descriptors: WORK SAMPLING; TESTING; HANDBOOKS

NTIS PB199474/AS

APPLICATIONS OF VIDEOTAPE RESOURCES IN MANPOWER DEVELOPMENT PROGRAMS

Paul McHugh
December 1972

Report Descriptors: OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; HANDBOOKS; VIDEOTAPES

NTIS PB214047/AS

THE EXPERIMENTAL MANPOWER LABORATORY'S R&D PURSUITS FROM 12/16/70-12/15/72 AND R&D PROJECTS TO BE UNDERTAKEN FROM 12/16/72-4/15/74: DEVELOPMENT AND EVALUATION OF INNOVATIVE STRATEGIES FOR ENHANCING EMPLOYMENT FOR THE HARD-TO-EMPLOY
November 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); EMPLOYABILITY DEVELOPMENT; HARDCORE; NEW YORK, NEW YORK

NTIS PB214163/AS

COMPREHENSIVE REPORT ON MFY EXPERIMENTAL LABORATORY ACTIVITIES: VOLUME 1—PROJECTS TO TO BE PURSUED DURING SECOND YEAR OF CONTRACT; VOLUME 2—PROJECTS COMPLETED DURING FIRST YEAR OF CONTRACT

Leonard P. R. Granick

FIELD EXPERIMENTS IN MANPOWER ISSUES (THREE REPORTS: THE EFFECTS OF MONETARY INCENTIVES ON THE LEARNING OF REMEDIAL ENGLISH BY DISADVANTAGED TRAINEES; THE REWARD PREFERENCES OF NEIGHBORHOOD YOUTH CORPS TRAINEES: NECESSITIES VS. LUXURIES; AND THE FEASIBILITY OF COUPLING AVAILABLE MANPOWER DEVELOPMENT SERVICES WITH RESIDENTIAL ADDICTION TREATMENT FACILITIES: I. THE RESIDENTS' VIEWPOINT).

Bruce K. Eckman and Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL); DRUG USERS

NTIS PB211804/AS

FIELD EXPERIMENTS IN MANPOWER ISSUES: THE REWARD PREFERENCES OF NYC TRAINEES: II. PROGRAM TENURE CORRELATES OF DIFFERENTIAL PREFERENCES

Bruce K. Eckman and Judith Simmons
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES

NTIS PB214062/AS

FULFILLING THE POTENTIAL OF NYC-2 (SIX MONOGRAPHS: USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN THE PUBLIC AND PRIVATE SECTORS; PREVENTIVE PHONETICS FOR TEACHING ENGLISH PRONUNCIATION TO SPANISH-SPEAKING TRAINEES; A STUDY OF THREE MAJOR TEXTBOOKS WHICH USE THE AUDIOLINGUAL METHOD FOR TEACHING ENGLISH AS A SECOND LANGUAGE; OPERATING A PUBLIC SERVICE BUSINESS AS A NEIGHBORHOOD YOUTH CORPS TRAINING SITE; OVERENROLLMENT PROBLEMS IN A MANPOWER TRAINING PROGRAM; GUIDELINES IN THE UTILIZATION OF TRAINING INCENTIVES)

Fred Lorber and others
August 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); JOB DEVELOPMENT; PUBLIC EMPLOYMENT PROGRAMS; ENGLISH AS A SECOND LANGUAGE (ESL); TRAINING PRACTICES; TRAINING PROGRAM MANAGEMENT; TRAINING INCENTIVES

NTIS PB211814/AS

COMBINING PROFESSIONAL ROLES TO OPTIMIZE PROGRAM DELIVERY

Harold Reinish
November 1972

Report Descriptors: EMPLOYMENT AND TRAINING PROGRAM STAFFING

NTIS PB213988/AS

DROPOUT PREVENTION: A PROPOSED MODEL FOR UTILIZING NYC-2 TO FACILITATE CAREER EDUCATION

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); VOCATIONAL EDUCATION

NTIS PB213986/AS

GUIDELINES FOR EFFECTIVE PLACEMENT AND FOLLOW-UP ON OUTSTATIONED NYC-2 JOB TRAINING SITES

Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213987/AS

LINKING THE NEIGHBORHOOD YOUTH CORPS AND MA-JOBS PROGRAMS INTO A SEQUENTIAL TRAINING EMPLOYMENT MODEL

Fred Lorber and Irwin Feifer
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213898/AS

THE PRE-PROGRAM ORIENTATION: TOWARD ENHANCING SUCCESS IN NYC-2 JOB TRAINING

Frank Broughton and Harold Reinish
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING PROGRAM MANAGEMENT

NTIS PB213897/AS

REFINING NYC-2 GUIDELINES: TOWARD AN EXPANDED DEFINITION OF ASSESSMENT

Joel R. Seldin
November 19.2

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ASSESSMENT AND EVALUATION

NTIS PB213985/AS

TOWARD AN EXPANDED DEFINITION OF ASSESSMENT: I. THE DETERMINATION OF VIABLE JOB TRAINING AREAS

Joel R. Seldin
November 1972

Report Descriptors: LABOR MARKET INFORMATION; PROGRAM MANAGEMENT; OCCUPATIONAL TRAINING; HANDBOOKS

NTIS PB213989/AS

USING GOVERNMENT AGENCIES FOR TRAINING THE DISADVANTAGED FOR EMPLOYMENT IN PUBLIC AND PRIVATE SECTORS: II. THE CONSORTIUM MODEL

Jerome G. Schenkman and Emily Rodriguez
November 1972

Report Descriptors: ON-THE-JOB TRAINING (OJT); CONSORTIA

NTIS PB213896/AS

IDENTIFYING ON-THE-JOB BEHAVIORAL MANIFESTATIONS OF DRUG ABUSE: A GUIDE FOR WORK SUPERVISORS

Harold Reinish
October 1971

Report Descriptors: DRUG USERS; WORK-EXPERIENCE PROGRAMS; JOB PERFORMANCE; WORK ATTITUDES; SUPERVISION; HANDBOOKS

NTIS PB211731/AS

MAXIMIZING YOUR TRAINING EFFICIENCY: THE APPLICATION OF BEHAVIORAL PRINCIPLES TO JOB TRAINING

WORKBOOK

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214018/AS

MANUAL

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; HANDBOOKS

NTIS PB214021/AS

THE NEIGHBORHOOD YOUTH CORPS GOES TO FIJI: JOB TRAINING FOR ANOTHER SOCIETY'S DISADVANTAGED YOUTH

Joel R. Seldin
November 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC)

NTIS PB213864/AS

NEW APPROACHES TO WORK SAMPLE UTILIZATION

Paul McHugh
October 1971

Report Descriptors: WORK SAMPLING; TESTING; ASSESSMENT OF APPLICANTS AND TRAINEES; TRAINING EFFECTIVENESS AND IMPACT

NTIS PB211788/AS

PROBLEMS IN THE APPLICATION OF BEHAVIOR MODIFICATION PRINCIPLES FOR TEACHING JOB-REQUIRED BEHAVIORS TO DISADVANTAGED MANPOWER TRAINEES

Irwin Feifer and others
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; VOCATIONAL TRAINING; EMPLOYABILITY DEVELOPMENT; CONFERENCES

NTIS PB213865/AS

TEACHING JOB-RELATED BEHAVIORAL COMPETENCIES THROUGH THE USE OF PRESCRIBED LEADER INTERVENTIONS WITHIN A STRUCTURED GROUP COUNSELING PROGRAM

Richard Tobias
November 1972

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; CONFERENCES

NTIS PB213863/AS

TEACHING JOB-REQUIRED BEHAVIORS VIA THE SYSTEMATIC USE OF PRESCRIBED GROUP COUNSELING INTERVENTIONS: THE PROGRAM AND ITS OPERATIONAL FEASIBILITY

Richard Tobias
October 1971

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE

NTIS PB211787/AS

TRAINING THE HARD-TO-EMPLOY IN JOB-REQUIRED BEHAVIORAL SKILLS: GROUP COUNSELING MATERIALS

Irwin Feifer and others
November 1971

Report Descriptors: EMPLOYABILITY DEVELOPMENT; COUNSELING AND GUIDANCE; VIDEOTAPES; HANDBOOKS

NTIS PB211696/AS
ETA THE VIDEOTAPE WHICH ACCOMPANIES THE MANUAL IS AVAILABLE ON LOAN THROUGH THE EMPLOYMENT AND TRAINING ADMINISTRATION.

TRAINING MANPOWER DEVELOPMENT WORK SUPERVISORS IN THE USE OF BEHAVIOR MODIFICATION TECHNIQUES TO TEACH JOB-REQUIRED SKILLS

Lenore Neiswender
November 1972

Report Descriptors: BEHAVIOR MODIFICATION; STAFF TRAINING; VOCATIONAL TRAINING; CONFERENCES

NTIS PB213862/AS

SERVICE VS. RESEARCH IN A MANPOWER DEVELOPMENT AGENCY: THE IMPACT OF THE INTRODUCTION OF CONTROLLED RESEARCH ON STAFF MORALE

Irwin Feifer
October 1972

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; INTERAGENCY RELATIONS; PLANNING, RESEARCH, AND DEVELOPMENT

NTIS PB213879/AS

A THREE-PART STUDY OF THE EFFECTIVENESS OF MONETARY INCENTIVES ON THE ACQUISITION OF REMEDIAL ENGLISH SKILLS BY DISADVANTAGED TRAINEES

Bruce K. Eckman
October 1972

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TRAINING INCENTIVES; ENGLISH AS A SECOND LANGUAGE (ESL)

NTIS PB213861/AS

A CONTROLLED EXPERIMENT TO TEST TWO MAJOR ISSUES OF WORK PROGRAM METHODOLOGY FOR NYC OUT-OF-SCHOOL UNEMPLOYED YOUTH

Leonard P. R. Granick
January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; NEW YORK, NEW YORK

NYC EMPLOYMENT MODELS AND STRATEGIES

Leonard P. R. Granick and Robert F. Mitler
January 1975

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; NEIGHBORHOOD YOUTH CORPS (NYC); NEW YORK, NEW YORK

3-299 Demonstration Project to Link the Neighborhood Youth Corps to College Entrance

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Norman R. Palmer

Contract 42-9-007-34
Project completed fiscal year 1971

Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; CURRICULUMS; TUTORING; COUNSELING AND GUIDANCE; NEIGHBORHOOD YOUTH CORPS (NYC)

The contractor explored—and demonstrated—the feasibility of providing out-of-school Neighborhood Youth Corps enrollees with a program of special enrichment services as a means of qualifying them for college entrance and linking NYC to the public college system of a major city.

The contractor worked cooperatively with the New York City Human Resources Administration's Manpower and Career Development Agency (HRA-MCDA) in the continuing recruitment and selection of NYC enrollees and selected trainees of HRA-MCDA Regional Opportunity Centers for the project. Enrollees and trainees were grouped on the basis of reading ability and received remedial education, individual tutoring, and personal counseling to supplement their job station assignments and prepare them for college admission with guaranteed stipends, tutoring, and other support.

The contractor also undertook a utilization development effort to show other programs how the project works and provide assistance in its duplication. That phase of the project was expanded under a subsequent contract (42-36-72-03).

ENRICHMENT SERVICES TO QUALIFY THE DISADVANTAGED FOR COLLEGE ENTRANCE
1971

NTIS PB199086/AS

EVALUATION REPORT: THE CITY UNIVERSITY OF NEW YORK COLLEGE ADAPTER PROGRAM
1971

NTIS PB203524/AS

EVALUATION REPORT, WITH 1971-72 COMPARATIVE DATA AND REVIEW OF MANPOWER EFFECTIVENESS: COLLEGE ADAPTER PROGRAM OF THE HUMAN RESOURCES ADMINISTRATION, CITY OF NEW YORK, AND THE MANPOWER ADMINISTRATION, U.S. DEPARTMENT OF LABOR, JANUARY 1973
1971
ETA

3-300 A Longitudinal Study of Selected Out-of-School NYC-2 Programs in Four Cities

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Contract 41-0-003-09
Project completed fiscal year 1976

Descriptors: WORK-EXPERIENCE PROGRAMS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS; LONGITUDINAL SURVEYS

The study was built on the contractor's earlier research with urban NYC-1 programs (contract 81-09-66-19). The present study focused on three major research questions: (1) Compared with NYC-1, does NYC-2 result in better post-NYC adjustment of enrollees to the world of work? (2) What was the contribution of specific program changes in NYC-2 to changed program outcomes? (3) How might the NYC-2 program be improved with respect to the assistance provided to its enrollees?

The study examined the effectiveness of redesigned NYC-2 in Atlanta, Baltimore, Cincinnati, and St. Louis through longitudinal study of 502 NYC-2 enrollees; through comparisons with predecessor NYC-1 in two sites; and through experimental/control group comparisons in one site. Study results evidenced the seriousness of employability programs among young, disadvantaged school dropouts in the site cities. Program components associated with good employment outcomes included job placement, worksite job development and placement, and completions of skill training. Overall, however, results did not indicate that NYC-2 programs were more effective than NYC-1 programs in achieving employability for enrollees. In addition, no significant difference was found between the employment outcomes of the experimental group and the control group. While the strengthening of productive components might be expected to improve the effectiveness of NYC-2 programs, the fact that study subjects often failed to utilize existing program resources suggested that the prospects for substantial improvement were more closely associated with policies of enrollee selection and retention. The limitation of NYC-2 programs to 16- and 17-year-old youth tended to overload the site programs with poorly motivated and underachieving trainees.

REPORT OF PHASE I: SITE SELECTION AND DATA FORMS
November 1970

NTIS PB210176/AS

REPORT OF PHASE II: RESEARCH SITES AND ENROLLEE CHARACTERISTICS

Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1972

NTIS PB210177/AS

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES

Regis H. Walther and Margaret L. Magnusson
June 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); EFFECTIVENESS OF PROGRAMS; LONGITUDINAL SURVEYS; WORK-EXPERIENCE PROGRAMS

NTIS PB256832/AS

3-300A AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

The 1972 Washington Summer Intern Program was a special work experience, underwritten by the Department of Labor, for approximately 100 young people, high school juniors for the most part, from many places in the Nation. The program was operated by three sponsors for three ethnic groups: Spanish speaking, black, and native Americans. Although the specific objectives of the operating sponsors varied to some extent, each had goals related to helping interns in their career planning and preparation and in their knowledge of government operations and service.

Employment and training research projects undertook to evaluate the intern program. The design of the study involved information collected in 1972 from program staff, work Supervisors, and interns and information obtained in April 1973 from a followup of the interns.

Interns were nearly unanimous in very high appreciation of the overall usefulness of their experiences. Other study results indicated that the experience had been effective in career-related and knowledge-of-government program goal areas. Indications of attitudinal change also pointed to enhanced political sophistication and improved work-relevant attitudes. In general, the short-term and the long-term results confirmed the impressions that the intern program was a successful learning experience.

Suggested improvements for future program consideration were made in the areas of (1) objectives and operations, (2) program management, (3) continuity, and (4) coordination.

A LONGITUDINAL STUDY OF SELECTED OUT-OF-SCHOOL NYC-2 PROGRAMS IN FOUR CITIES: AN EVALUATION OF THE 1972 WASHINGTON SUMMER INTERN PROGRAM OF THE DEPARTMENT OF LABOR

Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
February 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB222323/AS

THE MEASUREMENT OF WORK-RELEVANT ATTITUDES: FINAL REPORT

Regis H. Walther, Margaret L. Magnusson, and Shirley E. Cherkasky
August 1973

Report Descriptors: ATTITUDES; MOTIVATION; EFFECTIVENESS OF PROGRAMS; ETHNIC GROUPS; UNSKILLED WORKERS; SUMMER JOBS; YOUTH

NTIS PB246260/AS

3-301 THE WESTCHESTER PROGRAM—A LEARNING CENTER—WORK EXPERIENCE DESIGN

AMERICAN SCHOLARSHIP ASSOCIATION
NEW YORK, N.Y.

Karyl F. Josman

Contract 42-0-003-34
Project completed fiscal year 1972

Descriptors: WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; NEIGHBORHOOD YOUTH CORPS (NYC); ON-THE-JOB TRAINING (OJT); HEALTH OCCUPATIONS; COLLEGE PREPARATION

This project explored the potential and value of providing in-school Neighborhood Youth Corps enrollees with a special program of enrichment services and work experience as a means of: (1) enhancing their work habits; (2) encouraging and motivating them to stay in school and to continue to further their education; (3) qualifying them for entrance into community colleges; and (4) preparing them for careers in the health field.

The contractor, in cooperation with NYC sponsors and medical centers, provided structured work experience, special field trips, workshop discussions, tutorial assistance for college entrance, and continued counseling for in-school NYC enrollees. The report contained guidelines and other "how-to-do-it" materials.

Karyl F. Josman and Virginia Staudt Sexton
January 1972
ETA

3-302 A DEMONSTRATION PROJECT FOR IN-SCHOOL NEIGHBORHOOD YOUTH CORPS ENROLLEES EMPLOYED IN ACTION-RESEARCH

EDUCATION AND TRAINING ASSOCIATES, INC.
NEW HAVEN, CONN.

Grant 42-0-004-7 and Contract 42-1-005-09
Project completed fiscal year 1972

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); ATTITUDES; WORK-EXPERIENCE PROGRAMS; SOCIAL SCIENCES; HIGH SCHOOLS; CONNECTICUT, NEW HAVEN; MASSACHUSETTS, BOSTON

In this 2-year project, about 50 participants in the Neighborhood Youth Corps In-School program were trained and given experience in the use of traditional social science research techniques and less traditional, media "research" approaches.

Six high schools in New Haven, Conn., and Boston, Mass., each had 8-10 NYC students in the project. The students met for 2 hours daily after school with a regular faculty member who conducted the training. Because the classes were small and the teachers were selected to be empathetic, there was much informal interaction between teacher and students. Participants were instructed in social science research techniques and were taught how to use video-tape movie, and still cameras as tools for exploring social issues. The research focused on the questions, "Who am I?" and "Where do I fit into the world around me?" Students explored their schools, their communities, and their peers seeking answers to these questions. In addition, formal and informal sessions were set up where students from different schools met to explore these questions.

Work on the media projects (video-taped interviews, slide-tape presentations, and journalistic photo essays), in particular, was designed to permit the students to see immediate, tangible results. This experience appeared to motivate them to move on to more difficult efforts. The work on research helped improve the students' basic reading and writing skills. Finally, the projects were designed to expose students to the world of work: they were expected to attend regularly and punctually, they worked with others in a job-like setting on group projects, and some of the research projects explored work and career issues.

Several of the schools adopted the concepts of the after-school project in classes offered during the day, and the New Haven high schools expressed some interest in continuing both the in-school and after-hours programs.

Ralph A. Paolillo, Jr.

NTIS PB219641/AS

3-303 The Youth-Tutoring-Youth Model for In-School Neighborhood Youth Corps: An Evaluation

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Grant 42-0-005-34
Project completed fiscal year 1972

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); TUTORING; ASSESSMENT AND EVALUATION

This grant, an extension of the grantee's earlier work (contract 42-7-001-34), was designed to establish and test a monitoring-assessment system for youth-tutoring-youth (YTY) in-school Neighborhood Youth Corps projects. A new system of assessment was needed because such standard tests as the Metropolitan Achievement Test did not measure differential gains among those who took the tests.

The grantee, calling on consultants, refined existing testing instruments for both the tutors and those who received tutoring so that they could be used by local YTY programs. The refined instruments were administered to participants in YTY programs in Chicago and Washington, D.C., in the autumn of 1970 and again in the spring of 1971 to measure progress during that period. The tests were administered not only to those participating in the YTY program but also to control groups (high-school youth in other Neighborhood Youth Corps programs for the tutors; other members of the primary school classes for those receiving tutoring).

The tests showed that, in comparison with participants in other in-school Neighborhood Youth Corps job slots, the tutors recorded improved language skills, a more positive self-image, and an increased interest in going to school. Those who received tutoring, in comparison with schoolmates not participating in the YTY program, showed increased reading interest and skills, improved self-confidence, and better classroom behavior.

Gains for both tutors and those receiving tutoring were greater in Washington than in Chicago because the Washington program was more intensive. Boys showed greater gains than girls in Washington because the program was more structured, with teachers participating more than in Chicago.

An evaluation manual which other YTY programs could use to do their own testing was part of the final report. By the time the grant ended in late 1972, the YTY program had spread to over 450 cities, towns, and rural areas.

Frederick Strodtbeck and Leonard P.R. Granick
December 1972

NTIS PB232194/AS
ETA

3-304 Demonstration Project to Expand the "NYC Goes to a Community College" Model to the NYC-2 (Out of School) Program

EVALUATION TECHNOLOGY CORPORATION
SAN BERNARDINO, CALIF.

J. W. McDaniel

Contract 42-06-71-01
Project completed fiscal year 1974

Descriptors: YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); UNIVERSITIES AND COLLEGES; WORK-STUDY PROGRAMS; VOCATIONAL GUIDANCE; ON-THE-JOB TRAINING (OJT)

The project explored the feasibility of extending the "NYC Goes to a Community College" model to the out-of-school Neighborhood Youth Corps component as a means of enhancing educational-vocational benefits for enrollees. The model was developed under earlier contracts (see 42-9-003-05 and 42-0-001-05).

The contractor tried out three NYC-2 models involving coordination of services between NYC and community colleges. Model I is a plan for helping individual NYC-2 enrollees obtain immediate entry and make full use of community college counseling and courses in preparing for careers. Model II is a plan for using a vestibule in-group experience on campus before NYC-2 enrollees are assimilated in regular community college programs. Model III is a plan for adapting a total community college program to fit the career preparation needs of NYC-2 enrollees.

Community colleges in Chicago, St. Louis, Phoenix, Denver, and Imperial, Calif., in cooperation with local NYC sponsors, are using the models to conduct work experience and community college study projects for out-of-school NYC enrollees.

Findings are that: (1) The program model works; and (2) the combining of a college campus environment, college courses for credit, work for pay, and educational and personal counseling is beneficial to out-of-school NYC enrollees in helping them develop new career plans and new levels of self-confidence.

FINAL REPORT: NYC-2 GOES TO COMMUNITY COLLEGE
August 1973

3-305 Developing Model NYC Programs for Rural Youth

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 41-1-001-27
Project completed fiscal year 1976

Descriptors: MODELS; RURAL AREAS; NEIGHBORHOOD YOUTH CORPS (NYC); IOWA; MINNESOTA; NEBRASKA

This project built upon the results of the researcher's earlier study of NYC projects (contract 41-7-006-25) for rural youth in the North Central States. The study had four phases. Phase I developed a model program emphasizing those factors shown by the prior research to have a positive effect on the future of the program enrollees. Three models were operated during phase II and baseline data on the operations were collected. Phase III determined how effective the rural youth program had been by comparing the occupational and social adjustment attained by youth who completed the program with the adjustment of matched control subjects who had not been in it. Phase IV determined the impact of models on the second series of enrollees who participated in Minnesota and Iowa.

The program models, for both in-school and out-of-school enrollees, emphasized close coordination with ongoing community services, individualized services where possible, and preparation for urban living. The evaluation measured outcomes in terms of placement into a job, placement into a higher educational experience or an additional training opportunity, and preparation for the transition to urban living. With few exceptions, there was no statistically significant difference between the post-high school behavior of experimental and control youths.

GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE NORTH CENTRAL STATES (PHASE I)
April 1971

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; YOUTH NORTH CENTRAL STATES; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

DEVELOPING MODEL NYC PROGRAMS FOR RURAL YOUTH (PHASE I FINAL REPORT)

VOL.1, GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE NORTH CENTRAL STATES; VOL.2, THREE MODEL PROJECTS FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM; VOL.3, HANDBOOKS FOR THE EXPERIMENTAL RURAL YOUTH PROGRAM

Guy H. Miles and David L. Thompson
May 1971

Report Descriptors: MODELS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; YOUTH; NORTH CENTRAL STATES; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; HANDBOOKS

NTIS PB202826/AS

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (PHASE II FINAL REPORT)

VOL. 1, EXPERIMENTAL OPERATIONS

Joseph M. Reid
June 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; YOUTH; NORTH CENTRAL STATES

NTIS PB238992/AS

VOL. 2, BASELINE DATA FOR EXPERIMENTAL AND CONTROL GROUPS

Joseph M. Reid and Guy H. Miles
September 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; YOUTH; NORTH CENTRAL STATES

NTIS PB238993/AS

AN EVALUATION OF THREE EXPERIMENTAL RURAL YOUTH PROJECTS (FINAL REPORT PHASE III): THE PROJECT'S FIRST YEAR

Joseph M. Reid and Guy H. Miles
May 1974

Report Descriptors: ASSESSMENT AND EVALUATION; RURAL AREAS; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS; NORTH CENTRAL STATES

NTIS PB238975/AS

AN EVALUATION OF THE MODELS FOR A NORTH CENTRAL STATES RURAL YOUTH PROGRAM

Guy H. Miles and Joseph M. Reid
August 1975

Report Descriptors: YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); RURAL AREAS; MINNESOTA; IOWA; NEBRASKA

NTIS PB249168/AS

AN ANALYSIS OF THE NEEDS OF RURAL YOUTH IN THE SOUTHEAST

Guy H. Miles, Tamara L. Sparks, and M. Barbara Rogoff
May 1973

Report Descriptors: RURAL AREAS; YOUTH; SOUTHEASTERN STATES

NTIS PB238977/AS

3-306 ASSESSMENT OF PILOT VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) NYC IN-SCHOOL/SUMMER PROGRAM

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

George D. Wendel

Contract 82-29-71-34
Project completed fiscal year 1974

Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; YOUTH; CAREER EXPLORATION; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

This project was designed to monitor and analyze the development and operation in eight cities of a new year-round in-school Neighborhood Youth Corps (NYC) program, Vocational Exploration in the Private Sector (VEPS), in order to: (1) Determine if the results warrant continuing VEPS; and (2) develop an improved design and guidelines.

Seven operating programs were intensively studied and three field visits were made to each program. Data were obtained from enrollee records and through interviewing employers and local participating agencies such as the National Alliance of Businessmen, the Department of Health, Education, and Welfare, and the Department of Labor.

Information was obtained on 433 enrollees in the seven cities intensively monitored. Results indicated a reduction in the school dropout rate, improved academic achievement, improved school attendance, improved disciplinary status, and continued employment, education, or military service for program completers. Problems observed in VEPS were specified and changes recommended. The suggested guidelines covered administrative structure and staff, selection of participants, job development, pre-job orientation, counseling and employer contact, and vocational exploration.

The contractors concluded that the VEPS program was a significant, meaningful, and successful extension of the NYC basic concept. It was felt that VEPS should be continued in 1972 and further, that with the incorporation of the modifications, it should be implemented in other cities for further testing and perhaps implemented nationwide in 1973. For further work on the VEPS program see grant 42-29-72-07.

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: FINAL REPORT AND ASSESSMENT, 1971-72

Donald P. Sprengel and E. Allan Tomey
February 1973

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS; CAREER EXPLORATION; TRANSITION FROM SCHOOL TO WORK
ETA LIMITED QUANTITIES AVAILABLE

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: MODEL FOR IMPLEMENTING THE 1972-73 GUIDELINES

Donald P. Sprengel and E. Allan Tomey
May 1972

Report Descriptors: VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; DROPOUTS
ETA

3-307 DEMONSTRATION PROJECT TO DESIGN, DEVELOP, AND TEACH A MODEL HEALTH CARE CAREER PROGRAM FOR THE NEIGHBORHOOD YOUTH CORPS

CAREER DEVELOPMENT INTERNATIONAL, INC.
BOSTON, MASS.

Charles D. Orth, III and Frederic Jacobs

Contract 82-25-71-46
Project completed fiscal year 1973

Descriptors: VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE; ON-THE-JOB TRAINING (OJT); WORK-STUDY PROGRAMS; WORK ATTITUDES; CAREER EXPLORATION; NEIGHBORHOOD YOUTH CORPS (NYC); HEALTH OCCUPATIONS

This project explored the feasibility and value of developing a year-round, career-oriented, in-school Neighborhood Youth Corps (NYC) program as a means of assisting youth to remain in school and attain private nonsubsidized employment.

The contractor provided in-school NYC enrollees with: (1) Year-round work experience and career orientation in meaningful entry-level health-care occupations during their 11th year of high school; (2) strong career orientation to develop a positive self-concept and motivation for staying in school; (3) opportunity for moving from NYC stipends to paid employment in the health-care field while still in school; and (4) guidance in selecting school courses that reinforced or supplemented their work experiences and career orientation.
June 1973

NTIS PB221456/AS
ETA

3-308 Optimizing the Benefits of Youth Projects for Rural Youth in the Southeastern States

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 41-2-001-27
Project completed fiscal year 1973

Descriptors: RURAL AREAS; YOUTH PROGRAMS; BLACK/WHITE; NEIGHBORHOOD YOUTH CORPS (NYC); MODELS; POPULATION; MIGRATION; YOUTH; SOUTHEASTERN STATES

This study in a five-State area in the Southeast was one of a series aimed at developing better programs for rural youth (see contracts 41-1-001-27 and 41-2-002-27). Hypotheses about community, educational, and individual factors that affect the future of rural youth from the Southeast were tested by following a sample of youths from a representative cross-section of rural counties. The investigators also gathered extensive information about each county and its schools. The former students were queried about their early history, social adjustment, education, and migration patterns. The data obtained in the home community and those obtained from the questionnaires were then analyzed to determine whether the hypothesized relationships actually existed.

The findings suggested a two-level program. The NYC-2 program emphasizing skill training for school dropouts was adequate, with some redirection, for Level One. Level Two should be an in-school program that supplements the educational system with needed occupation-related services and counseling. The report suggests that: (1) Dropout prevention should be emphasized and the program should begin in the 8th grade; and (2) the NYC-1 model is inappropriate for Level Two and the two levels should be coordinated to achieve a common goal.

A separate report provided a model for testing the research hypotheses and described the framework of a program for rural youth in the Southeastern States. It also provided guidelines for model projects within this framework.

A SURVEY OF RECENT LITERATURE RELEVANT TO OPTIMIZING THE BENEFITS OF YOUTH PROJECTS FOR RURAL YOUTH IN THE SOUTHEASTERN STATES

M. Barbara Rogoff, William J. Schneider, and Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; YOUTH PROGRAMS; BLACK/WHITE; NEIGHBORHOOD YOUTH CORPS (NYC); POPULATION; MIGRATION; YOUTH; SOUTHEASTERN STATES

NTIS PB212562/AS

GUIDELINES FOR AN EXPERIMENTAL RURAL YOUTH PROGRAM FOR THE SOUTHEASTERN STATES

Guy H. Miles
June 1973

Report Descriptors: RURAL AREAS; YOUTH; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); SOUTHEASTERN STATES

NTIS PB238992/AS

3-309 Optimizing the Benefits of Neighborhood Youth Corps Projects for Spanish-Surname and Indian Rural Youth in the Southwestern States

NORTH STAR RESEARCH AND DEVELOPMENT INSTITUTE
MINNEAPOLIS, MINN.

Guy H. Miles

Contract 41-2-002-27
Project completed fiscal year 1974

Descriptors: LITERATURE REVIEW; RURAL AREAS; INDIANS; SPANISH-SPEAKING AMERICANS; NEIGHBORHOOD YOUTH CORPS (NYC); SOUTHWESTERN STATES

The objective of this project was to develop program models for Neighborhood Youth Corps services to American Indian and Spanish-surname youths in the rural Southwest. (For description of NYC program models for other rural youth, see contracts 41-7-006-25 and 41-2-001-27.)

Information was obtained by reviewing relevant literature, interviews with community and tribal leaders, and people in the area who were concerned with the education and employment of such youth. To test hypotheses developed from these sources, a sample of these youth and their parents were interviewed.

The model Chicano program was designed for operation in counties where at least 10 percent of the population have Spanish surnames and where no community has a population of more than 5,000. The design calls for enrollment of both Chicano and Anglo youth because of legal restrictions on basing eligibility on ethnic origin. The emphasis in the model program is on preventing school dropouts and increasing the youth's capability to adjust to the labor market or to advanced education. It begins with work experience in the 8th grade and includes the provision of all services known to have a positive effect on the future of youth, many of which would ordinarily be provided through other agencies in urban areas. The program would prepare youth for, but not encourage, a move to urban areas. Both summer and in-school components are described in detail.

For Navajo and Papago Indians, the low response rates to the requests for interviews led to the formulation of a set of operating principles rather than a detailed plan for a model program. Two programs were recommended—one for those who stay on the reservation and a satellite program in the major cities to which the particular tribe's youth migrate. The recommendations stressed the necessity for giving the tribe a large role in planning and operating the program and for total and permanent Federal support because of the poverty and isolation of the reservations. The report pointed out that this kind of support was permissible under CETA sec. 302.

A SURVEY OF THE LITERATURE RELEVANT TO INDIAN RURAL YOUTH IN THE SOUTHWESTERN STATES

William J. Schneider, Nancye Belding, and Guy H. Miles
October 1972

Report Descriptors: RURAL AREAS; YOUTH; INDIANS; WORK-

EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; SOUTHWESTERN STATES; LITERATURE REVIEW

NTIS PB250501/AS; PB238044/AS

FINAL REPORT OF PHASE I: A SURVEY OF THE LITERATURE RELEVANT TO SPANISH-SURNAME RURAL YOUTH IN THE SOUTHWESTERN STATES

Nancye Belding, William F. Henry, and Guy H. Miles
May 1972

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; WORK-EXPERIENCE PROGRAMS; VOCATIONAL GUIDANCE; SOUTHWESTERN STATES; LITERATURE REVIEW

NTIS PB212407/AS

PERSPECTIVES OF ADJUSTMENT: RURAL NAVAJO AND PAPAGO YOUTH

Nancye Belding, Tamara L. Sparks, and Guy H. Miles
March 1974

Report Descriptors: RURAL AREAS; YOUTH; INDIANS; SOUTHWESTERN STATES

NTIS PB238191/AS

AN ANALYSIS OF THE OCCUPATIONAL ADJUSTMENT OF SPANISH-SURNAME YOUTH FROM THE RURAL SOUTHWEST

William F. Henry and Guy H. Miles
September 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

PERSPECTIVES OF ADJUSTMENT: RURAL CHICANO YOUTH

William F. Henry, Guy H. Miles
April 1974

Report Descriptors: RURAL AREAS; YOUTH; SPANISH-SPEAKING AMERICANS; SOUTHWESTERN STATES

NTIS PB238597/AS

AN EXPERIMENTAL PROGRAM FOR ETHNIC MINORITY YOUTH FROM THE RURAL SOUTHWEST

Guy H. Miles, William F. Henry
September 1974

Report Descriptors: RURAL AREAS; YOUTH; YOUTH PROGRAMS; INDIANS; SPANISH-SPEAKING AMERICANS; NEIGHBORHOOD YOUTH CORPS (NYC); SOUTHWESTERN STATES

NTIS PB238598/AS

3-310 National Commission on Resources for Youth Day-Care Youth Helper Program

NATIONAL COMMISSION ON RESOURCES FOR YOUTH, INC.
NEW YORK, N.Y.

Mary Conway Kohler

Grant 42-1-004-36
Project completed fiscal year 1976

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); WORK-EXPERIENCE PROGRAMS; CHILD DAY CARE; MEXICAN AMERICANS; MODELS; BLACKS; YOUTH PROGRAMS

This project explored the feasibility of integrating in-school Neighborhood Youth Corps enrollees into the staffs of day-care centers. The purpose of this work-experience model was to: (1) Facilitate development of effective work habits; (2) provide exposure to a number of career opportunities, including the field of day care; and (3) better prepare participating youth for parental responsibilities.

The grantee established the new model at several locations among rural, urban, and suburban populations, including black, white, and Mexican American students and began development of materials for the use of others in implementing the model at new locations.

An evaluation of this project indicated that the participating students gained insight concerning younger children and how they grow and learn; gained job-related skills and information on which to base a career decision; and, perhaps even more importantly, gained increased understanding of themselves. In addition, the project was generally viewed favorably by day-care center staff and the students' teachers.

FINAL REPORT OF THE NATIONAL COMMISSION ON RESOURCES FOR YOUTH DAY-CARE YOUTH HELPER PROGRAM
January 1976

NTIS PB257851/AS

3-311 Developing an In-House Education Component for NYC-2 Projects: Program Design, Procedures, and Instructional Materials

GRAHAM ASSOCIATES, INC.
LAFAYETTE, CALIF.

Gary S. Graham

Grant 42-06-72-02
Project completed fiscal year 1973

Descriptors: INSTRUCTORS; INSTRUCTIONAL MATERIALS; NEIGHBORHOOD YOUTH CORPS (NYC); MOTIVATION; PROGRAMED INSTRUCTION; NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION

This project explored the feasibility and value of establishing more effective education components of Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2). The grantee undertook to design a new education component for NYC-2 projects which was sensitive to the specific needs of NYC enrollees and would allow for the unique characteristics of individual NYC projects. A review of the literature and the grantee's involvement with numerous NYC projects suggested several characteristics for an NYC education component: Open enrollment, student-orientedness, use of the teacher as facilitator, and salable methodology and materials.

The grantee introduced a new education program utilizing as the core curriculum programed learning materials developed by the Job Corps.

The program was implemented in four out-of-school NYC-2 projects in California: San Francisco, Orange county, Compton, and Santa Barbara. The grantee was involved with administration, program layout, teacher training, and followup monitoring of the four sites during 1972-73.

The grantee's final report summarized appropriate strategies to be followed in designing and implementing an in-house education component for NYC-2 projects including program design, procedures, and instructional materials.

The Manpower Research Projects group of the George Washington University conducted a companion project to evaluate the grantee's implementation effort (see 42-11-72-04).

The grantee subsequently undertook a project designed to adapt the model for use in a wide variety of training programs. (See grant 42-06-74-01.)

William J. Enright and Gary S. Graham
April 1973

NT[illegible]33/AS

3-312 Demonstration Project to Expand the Manpower Development-College Adapter Program Model to the Out-of-School NYC and Other Manpower Programs

HIGHER EDUCATION DEVELOPMENT FUND
NEW YORK, N.Y.

Norman R. Palmer

Contract 42-36-72-03
Project completed fiscal year 1973

Descriptors: YOUTH PROGRAMS; CAREER CHOICE; DISADVANTAGED; COLLEGE ADAPTER PROGRAM; NEIGHBORHOOD YOUTH CORPS (NYC); VOCATIONAL GUIDANCE; CURRICULUMS; TUTORING; COUNSELING AND GUIDANCE

This project continued work initiated by the City University of New York (see 42-9-007-34) in providing special educational enrichment services to out-of-school Neighborhood Youth Corps (NYC) enrollees as a means of qualifying them for college entrance and linking NYC to the public college system of a major city.

An established component of the New York City Human Resources Administration's Manpower and Career Development Agency, the project recruited and selected enrollees in NYC and other employment and training programs and provided them with educational enrichment for broader career options and (upon completion) guaranteed admission to the public college system for specific career preparation and advanced opportunity. The project involved a core curriculum of Job Corps programed learning materials, teacher training, and program monitoring.

In the final phase of project activity, the contractor undertook a utilization development effort to show other employment and training programs how to strengthen their educational components and thereby provide broader career options for their enrollees.

MANPOWER EDUCATION MONOGRAPH SERIES

VOL. 1, ORIENTATION AND ASSESSMENT
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE

NTIS PB218062/AS

VOL. 2, CURRICULUM DESIGN
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; CURRICULUMS

NTIS PB218063/AS

VOL. 3, TUTORING CENTER AND HIGH SCHOOL EQUIVALENCY PREPARATION
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; TUTORING

NTIS PB218064/AS

VOL. 4, ADMINISTRATION AND COUNSELING
July 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE

NTIS PB218065/AS
August 1972

Report Descriptors: COLLEGE ADAPTER PROGRAM; VOCATIONAL GUIDANCE; COUNSELING AND GUIDANCE; CURRICULUMS; TUTORING; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB218061/AS-SET (PB218062/AS-PB218065/AS)

3-313 A Study of the Effectiveness of Selected Out-of-School Neighborhood Youth Corps Programs, Phase III

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Grant 42-11-72-04
Project completed fiscal year 1973

Descriptors: EFFECTIVENESS OF PROGRAMS; INSTRUCTIONAL MATERIALS; NEIGHBORHOOD YOUTH CORPS (NYC); PROGRAMED INSTRUCTION; NEW EDUCATION PROGRAM; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; EMPLOYMENT AND TRAINING PLANNING, RESEARCH, AND DEVELOPMENT

The objective of this project was to assess the impact and effectiveness of revised education components established by Graham Associates (see 42-06-72-02) in a demonstration project involving four Neighborhood Youth Corps programs for out-of-school enrollees (NYC-2).

Evaluative data included initial interview and placement and achievement test results at 2-month intervals, and termination reports. These data were augmented by site reconnaissance and reports from Graham Associates. When data collection ended in March 1973, approximately 10 months after the earliest NEP project was initiated, 230 enrollees had participated in NEP education.

The research design included control study groups for the experimental NEP student groups. Since this could not be implemented, baselines for the consideration of NEP effectiveness were instead provided by the results of earlier studies by the grantee (MRP) related to the NYC education of out-of-school enrollees, namely, the Accelerated Learning Experiment (ALE) (see 41-7-004-09) of MRP's earlier study on the effectiveness of NYC-1 projects.

Results from the NYC-1 out-of-school education components were almost totally ineffective. The Accelerated Learning Experiment, designed to provide more effective education for enrollees, produced more significant results than the conventional NYC education components. The NEP results were even better.

Like the NEP, the ALE utilized Job Corps instructional materials. In general, the ALE students participated about the same length of time as NEP students, but ALE students showed far less gain on measures of academic achievement. In the ALE, 36 percent of the initial students were in the program at least 6 months, while the comparable NEP proportion was 31 percent; but only 55 percent of ALE students tested after 6 months' participation showed academic improvement as compared with 90 percent of the NEP students. Although the two programs were not closely related, these comparisons supported the conclusion that the NEP was more effective in producing academic improvement.
1972

NTIS PB187933/AS

3-314 Neighborhood Youth Corps Vocational Exploration Research and Demonstration Project

STOCKTON UNIFIED SCHOOL DISTRICT
STOCKTON, CALIF.

Joseph P. Gonzales

Grant 42-06-72-05
Project completed fiscal year 1973

Descriptors: VOCATIONAL GUIDANCE; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; ABSENTEEISM; NEIGHBORHOOD YOUTH CORPS (NYC); HIGH SCHOOLS; ETHNIC GROUPS; CAREER EXPLORATION; EFFECTIVENESS OF PROGRAMS

The project tested the hypothesis that dropout-prone disadvantaged 10th grade students would remain in school and plan a vocational career if exposed to a variety of structured work experiences in public and private organizations. The project worked with 63 students, randomly selected from Neighborhood Youth Corp (NYC) enrollees, to: (1) Increase their knowledge of the labor market and the prerequisites for entrance into career-type occupations, thus revealing their own educational and vocational needs; (2) demonstrate to employers the students' potential to perform adult jobs; (3) determine how special vocational and personal counseling and guidance serve disadvantaged students; (4) determine the best opportunities for disadvantaged students to develop work skills; (5) help high schools develop adequate career guidance programs for disadvantaged students; and (6) develop a model that could be replicated by other NYC program sponsors.

The outcomes for the enrollees were compared with the experiences of a control group of 63 similar students. Data were collected also from employers, teachers, counselors, and participants to determine their evaluation of the project. The data showed that the experimental group were better able to plan their employment future after completing the program.

The project also explored the willingness and capability of private employers to provide meaningful work experiences for NYC enrollees. Employers who did cooperate appeared to be impressed with the students' work behavior and willingness to learn, but were dismayed by their academic deficiencies.

Joseph P. Gonzales, S. Stephen Uslan, and others
May 1973

3-315 AN EDUCATION MODEL FOR MANPOWER PROGRAMS: A MANUAL FOR RECOMMENDED PRACTICES

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Grant 42-11-72-06
Project completed fiscal year 1975

Descriptors: BASIC EDUCATION; MODELS; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; TRAINING PROGRAM MANAGEMENT; CURRICULUMS; INSTRUCTIONAL MATERIALS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION

This grant's purpose was to develop and test in practice a model or a series of models for NYC-2 educational programs in urban areas. The research report of the experiment describes experiences in the development and application of one or more types of NYC education programs and includes guidelines for CETA sponsors based on the experience gained through the experiment.

The grantee conducted a program of experimentation and research and worked cooperatively with four local youth program sponsors. The experiments were concerned with three levels of the educational component, comparing experimental groups with control groups at each level. The levels were: (1) Demonstration that reading can be enjoyable, (2) remediation of deficiencies, and (3) preparation for the General Educational Development examination.
February 1975

NTIS PB250300/AS

3-316 OPERATIONS RESEARCH TO MONITOR-ANALYZE THE IMPACT AND EFFECTIVENESS OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) PILOT PROGRAM FOR IN-SCHOOL NYC ENROLLEES

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

George D. Wendel

Grant 42-29-72-07
Project completed fiscal year 1975

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

The objective of this study was to follow up on youth enrolled in the 1971-72 VEPS pilot program (VEPS-I) (see 82-29-71-34) and analyze the impact of revised VEPS guidelines on program operations in 1972-73 (VEPS-II) as a means of determining VEPS outcomes and developing technical materials, instructions, and other guides needed to facilitate and make more effective any future expanded implementation of VEPS.

The grantee: (1) Tracked the vocational experiences of VEPS-I enrollees through and immediately subsequent to their 12th-grade school year; (2) monitored and analyzed VEPS-II programing with respect to its administrative organizational patterns, practices for selection of enrollees and job development, work activities at job sites, and operations for prejob orientation/counseling/career exploration; (3) convened a conference of participating VEPS-II agencies; (4) conducted research to compare VEPS-I and VEPS-II experiences with each other and with experiences of other (regular) in-school NYC programs; and (5) developed a refined model and related guide materials for VEPS.

Study findings indicated that the VEPS program had a significant and lasting impact on youth who completed the program. VEPS participants showed marked improvement in academic performance and school attendance. The program contributed significantly to the ability of VEPS-I youth to obtain full time employment upon graduation from high school.

ASSESSMENT OF THE VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR (VEPS) SECOND YEAR NYC IN-SCHOOL/SUMMER PROGRAM

May 1973

Report Descriptors: EFFECTIVENESS OF PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); TRANSITION FROM SCHOOL TO WORK; DROPOUTS

VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR: FINAL REPORT AND ASSESSMENT 1972-73

Donald P. Sprengel and E. Allan Tomey
July 1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

LONGITUDINAL IMPACT ASSESSMENT OF THE 1971-72 VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR PROGRAM

Donald P. Sprengel and E. Allan Tomey
July 1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

YOUTH TRAINING IN THE PRIVATE SECTOR: A MODEL FOR IMPLEMENTATION

Donald P. Sprengel and E. Allan Tomey
June 1974

Report Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH PROGRAMS; CAREER EXPLORATION; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; TRANSITION FROM SCHOOL TO WORK; DROPOUTS

NTIS PB244438/AS

3-317 Black Teenage Girl Project in In-School Neighborhood Youth Corps

MEMPHIS BOARD OF EDUCATION
MEMPHIS, TENN.

Andrew Fox

Grant 42-47-73-01
Project completed fiscal year 1974

Descriptors: ROLE MODELS; YOUNG WOMEN; NEIGHBORHOOD YOUTH CORPS (NYC); INNER-CITY RESIDENTS; BLACKS; MINORITIES; TEENAGERS; DROPOUTS; ATTITUDES; TENNESSEE, MEMPHIS

This project investigated the effect of a socially useful work-experience program, supported by peer reinforcement, as a device for aiding 14- and 15-year-old minority girls to continue in school beyond the legal leaving age and for improving their academic performance, participation in activities, and self-image. Factors that appeared crucial in shaping individual outcomes were isolated and tested.

Fifty girls who appeared to be high potential dropouts constituted the study group. They served in after-school day care and leisure time centers, aiding 6- to 12-year-olds under the supervision of full-time personnel, and participated in periodic discussions with young adults who were role models.

This project indicated that peer group reinforcement and role models, along with work experience, had a positive impact upon the girls' personal and academic growth.

The project identified additional research which would be necessary to determine the degree to which role models affected the positive results achieved by the girls. Further research on this approach was undertaken under contract 20-47-75-12.

Andrew Fox, W. Theodore May, and Paul L. Schwartz
April 1974

NTIS PB236184/AS

3H 10. OTHER YOUTH PROGRAMS

3-318 Breakthrough for Disadvantaged Youth

Project completed fiscal year 1974

Descriptors: DISADVANTAGED; YOUTH; BASIC EDUCATION; PREVOCATIONAL TRAINING; JOB PLACEMENT; JOB DEVELOPMENT; COUNSELING; TESTING; SUPPORTIVE SERVICES; COMMUNITY PARTICIPATION

This report is a collection of eight papers commissioned by the Manpower Administration of the U.S. Department of Labor for retrieving the lessons of the experience of 55 "special projects" that provided employment and training services to disadvantaged youth. (The contracts for the papers as well as the projects themselves, and occasional followups of individual projects, are identified at the end of this item.)

The projects were initiated shortly after the passage of the Manpower Development and Training Act to provide services to those youth who otherwise would have been screened out of training and job opportunities because of low achievement in education and skills. Although subsequent changes in practices and agencies have outmoded some of the report's criticisms, many of its lessons can still serve as guides to what should be avoided and what can be done in efforts to help disadvantaged youth overcome the obstacles to well-paid employment.

Eight basic areas of a comprehensive training system are covered:

1. *Impact on the Community* analyzes the effect of the 55 projects on the public and private agencies and firms with which they worked (for example, changes in legislation and institutional practices and the institution of new programs) and suggests measures that could promote adoption of the findings of an experimental and demonstration program.
2. *Recruitment and Community Penetration* discusses the projects' approach to obtaining community support and participation.
3. *Testing, Counseling, and Supportive Services* describes the major features of the projects in these subject areas and attempts to identify innovations in working with disadvantaged youth, as well as the implications for policies, programs, and plans.
4. *Basic Education* outlines the remedial training in reading and arithmetic incorporated in the projects and stresses the need for tying basic education into skill training for mutual reinforcement.
5. *Prevocational and Vocational Training Programs* summarizes the various types of training offered by the projects and notes the innovations, such as the use of work crews and the organization of skill centers, which they introduced.
6. *Job Placement, Creation, and Development* describes the many activities that must be undertaken if disadvantaged youth are to be placed and retained on good jobs.
7. *Using the Nonprofessional* discusses the objectives and problems involved in employing untrained persons, especially those from low-income neighborhoods, in employment and training programs.
8. *Research* examines the problems inherent in building an analytic component into an action project and distinguishes features of various kinds of projects which may be used to determine the design of the needed analysis.

(A contracts listing follows.)

VOCATIONAL ADVISORY SERVICE (VAS) NEW YORK, N.Y.

Adele S. Trope
(VAS Altro workshops; see also MDS 15-63)

MDS 2-63, MDS 19-63, MDS 40-64, AND 82-06-21

MDS 9-64 AND 82-31-40

COMMUNITY PROGRESS, INC., NEW HAVEN, CONN.

Mitchell Sviridoff (early contracts) and Lawrence N. Spitz (later contracts)
(CPI—Phases I-IV)

82-34-61

THE CITIZENS COMMITTEE ON YOUTH CINCINNATI, OHIO

Curtis N. Gregory
(Preparation and Employment Program for Special Youth—PEPSY)

MDS 4-63, MDS 20-63, MDS 38-64, AND 82-34-66-12

MOBILIZATION FOR YOUTH, INC. NEW YORK, N.Y.

George A Brager
(MFY—Phases I-Iv)

MDS 8-63, MDS 21-64, 82-04-33

YOUTH OPPORTUNITIES BOARD OF GREATER LOS ANGELES, LOS ANGELES, CALIF.

MDS 10-63

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE (JEVS)

Bertram Brant
(JEVS)

MDS 11-63, 82-04-22, AND 82-05-66-73

NEIGHBORHOOD HOUSE, INC., RICHMOND, VA.
E.P. Stephenson
(Job Upgrading—Phases I and II)

MDS 12-63 AND 82-21-62

CITY OF DETROIT, MICH.
Donald V. Heales, Project Director
(Mayor's Youth Employment Project—MYEP)

MDS 13-63

SAN FRANCISCO COMMITTEE ON YOUTH, SAN FRANCISCO, CALIF.
(Hunter's Point Bay View Opportunities Center)

MDS 10-63

DAVIS MEMORIAL GOODWILL INDUSTRIES, WASHINGTON, D.C.
Betty Tate

MDS 15-63

ALTRO WORK SHOPS, INC. BRONX, N.Y.
Harold M. Kass
(VAS Altro Work Shops; see also MDS 1-63)

MDS 16-63

OFFICE OF THE GOVERNOR OF NORTH CAROLINA, RALEIGH, N.C.
Norman M. Chansky, School of Education, North Carolina State University, (assessment of project and preparation of project report)
(Operation Second Chance)

MDS 21-63

PHILADELPHIA COUNCIL FOR COMMUNITY ADVANCEMENT, PHILADELPHIA, PA.
Dennis Clark

MDS 18-63

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE PHILADELPHIA, PA.
Saul S. Leshner

MDS 1-64

WASHINGTON ACTION FOR YOUTH (WAY), UNITED PLANNING ORGANIZATION, INC., WASHINGTON, D.C.

MDS 3-64 AND 82-24-46

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE (JEVS)
(JEVS II)

MDS 4-64 AND 82-12-16

YMCA OF METROPOLITAN CHICAGO, CHICAGO, ILL. SEE SEPARATE WRITEUP OF THIS PROJECT.
Bruce M. Cole
(Job Opportunities through Better Skills—JOBS, Phases I and II)

MDS 5-64

NEIGHBORHOOD COMMONS, WASHINGTON, D.C.
David Barus, Executive Director
(Neighborhood Commons)

MDS 7-64

ACTION FOR BOSTON COMMUNITY DEVELOPMENT, INC. (ABCD), BOSTON, MASS.
George Bennett

MAYOR'S COMMISSION FOR YOUTH, INC. AND CRUSADE FOR OPPORTUNITY IN SYRACUSE AND ONONDAGA COUNTY, INC., SYRACUSE, N.Y.

MDS 13-64

ACTION FOR APPALACHIAN YOUTH, CHARLESTON, W.VA.
Mary E. Duran
(Kanawha County Employment of Youth-KEY)

MDS 16-64, MDS 17-64, 82-08-49, AND 82-09-66-68

NATIONAL COMMITTEE FOR CHILDREN AND YOUTH, WASHINGTON, D.C.
Isabella J. Jones
(NCCY-Washington and Baltimore)

MDS 24-64

YOUNG MEN'S CHRISTIAN ASSOCIATION OF GREATER NEW YORK, BROOKLYN, N.Y.
Paul Sharer
(YMCA Vocational Service Center Project) (Bedford-Stuyvesant Project)

MDS 26-64 AND 82-37-66-44

COMMUNITY ACTION FOR YOUTH, CLEVELAND, OHIO
(CAY project)

MDS 27-64

WISE COUNTY SCHOOL BOARD, WISE, VA.
Henry T. Stallard

MDS 29-64

JEWISH EMPLOYMENT AND VOCATIONAL SERVICE (JEVS), MILWAUKEE, WIS.
Henry M. Lenard, Project Director

MDS 30-64

ACTION HOUSING, INC., PITTSBURGH, PA.
James Cunningham

MDS 33-64

DISTRICT OF COLUMBIA GOVERNMENT, LORTON CORRECTIONAL CENTER, LORTON, VA.

MDS 34-64

LANE COUNTY YOUTH STUDY BOARD, EUGENE, ORE.
Robert B. Campbell Training Program

MDS 41-64

NORTHERN MICHIGAN UNIVERSITY, MARQUETTE, MICH.
Ivan Ryan

P 4-64

FLOYD HUNTER COMPANY, BERKELEY, CALIF.
(Followup of project conducted under MDS 11-63)

P 2-64

BUREAU OF SOCIAL RESEARCH, THE CATHOLIC UNIVERSITY OF AMERICA, WASHINGTON, D.C.

Paul Sharer
(Followup of projects conducted under contracts 14-63, mds 1-64, and mds 5-64)

82-37-03 AND 81-37-03

TEMPLE UNIVERSITY, CENTER FOR COMMUNITY STUDIES, PHILADELPHIA, PA. SEE SEPARATE WRITEUP ON 81-37-03.

Herman Niebuhr
(Research on Dialect Remediation Project)

82-01-07

ALABAMA STATE BOARD OF CORRECTION, DRAPER CORRECTIONAL CENTER, ELMORE, ALA.
(The Draper Project)

82-04-04

THE FREDERICK BURK FOUNDATION FOR EDUCATION, SAN FRANCISCO, CALIF.

Robert C. Stone, Director, The Institute for Social Science Research, San Francisco State College
(Followup of project conducted under contract MDS 13-63)

82-29-11

PINELLAS COUNTY BOARD OF PUBLIC INSTRUCTION, CLEARWATER, FLA.

William S. Fillmore
(E&D Residential Project, St. Petersburg)

82-31-12 AND 82-34-66-08

NEW YORK CITY YOUTH BOARD, NEW YORK, N.Y.

82-24-14

THE UNIVERSITY OF MICHIGAN, ANN ARBOR, MICH. SEE SEPARATE WRITEUP ON THIS CONTRACT.

Gerald Gurin
(Followup of project conducted under contracts MDS 4-64 and 82-12-16)

82-24-18

DEPARTMENT OF EDUCATION, ST. LOUIS UNIVERSITY, ST. LOUIS, MO.

Arthur E. Smith and Hardin A. Collins
(Followup of project conducted under contracts MDS 3-64 and 82-24-45)

82-04-24

OCCIDENTAL COLLEGE, LOS ANGELES, CALIF.

Paul M. Shelton
(Followup of MDS 8-63)

82-20-47

SPRINGFIELD GOODWILL INDUSTRIES, INC., SPRINGFIELD, MASS.

A.J. Gagnon
(The Vocational Rehabilitation of the Youthful Offender)

82-29-48

NEW JERSEY OFFICE OF ECONOMIC OPPORTUNITY, TRENTON, N.J.

Gerry P. Falcey
(Rural Youth Development Project)

82-31-50

NEW YORK CITY BOARD OF EDUCATION, JOB COUNSELING CENTER, NEW YORK, N.Y.

Richard Greenfield

82-36-54

UNIVERSITY OF OREGON
(Followup of MDS 34-64)

82-31-60 AND 92-36-66-23

THE POLICE ATHLETIC LEAGUE, NEW YORK, N.Y.

Harry J. Link
(Job Opportunites and Employment for Youth—JOEY; and combined program—PAL JOEY)

82-08-64

THE UNITED PLANNING ORGANIZATION, WASHINGTON, D.C.

Wiley A. Branton
(R&D Project and Special Services for Misdemeanant Youthful Offenders)

82-34-73

CLEVELAND URBAN LEAGUE—NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE, CLEVELAND, OHIO

E. R. Hampton
(Greater Cleveland Manpower Advancement Program)

82-05-66-09

SOCIAL SCIENCE RESEARCH CORPORATION, BERKELEY, CALIF.

Floyd Hunter
(Followup of MDS 11-63 and 82-04-22)

MDS 36-64

COUNCIL OF SOCIAL AGENCIES, DES MOINES, IOWA

Alice Whipple
(Evaluation by John M. Ropes, Iowa State Manpower Development Council, Des Moines)

82-10-66-16

CONCEPT, TAMPA, FLA.
(Followup of 82-09-11)

82-33-66-13

BUREAU OF SOCIAL RESEARCH, THE CATHOLIC UNIVERSITY, WASHINGTON, D.C.
(Followup of MDS 1-64 and MDS 33-64)

82-24-66-29

THE UNIVERSITY OF MICHIGAN, ANN ARBOR, MICH.

Jesse E. Gordon

82-34-66-30

NEW YORK, N.Y.

Patricia C. Sexton

82-09-66-31

THE CATHOLIC UNIVERSITY OF AMERICA, WASHINGTON, D.C.

Thomas J. Harte

82-34-66-32

NEW YORK, N.Y.

Charles Grosser

82-05-66-33

SAN FRANCISCO STATE COLLEGE, BERKELEY, CALIF.

Floyd Hunter

82-34-66-34

NEW YORK UNIVERSITY, GRADUATE SCHOOL OF SOCIAL WORK, NEW YORK, N.Y.

James A. Jones

82-24-66-38

THE UNIVERSITY OF MICHIGAN, ANN ARBOR, MICH.

Louis A. Ferman

82-34-66-39

NEW YORK, N.Y.

John Martin

3-319 National Conference on Problems of Rural Youth in a Changing Environment

THE NATIONAL COMMITTEE FOR CHILDREN AND YOUTH
WASHINGTON, D.C.

Isabella J. Jones

Contract MDTA 15-63
Project completed fiscal year 1965

Descriptors: YOUTH; RURAL AREAS; VOCATIONAL EDUCATION; TRANSITION FROM SCHOOL TO WORK; MIGRANTS

At this 1963 conference, some 350 participants, including national,State and local professional and lay leaders, met to develop recommendations on programs to deal with significant social and economic problems of rural youth. A principal purpose was to alert the Nation to the complex problems faced by rural youth and to stimulate research and action programs.

Conference participants met in 20 work groups to discuss such topics as new dimensions of vocational education for rural youth, realistic appraisals of employment and the necessary preparation for job opportunities, the economic base and potential of rural communities, improving community awareness of the situation of rural youth, and special problems of the children of migrant workers.

The two reports resulting from the conference include the background papers, the proceedings of the Conference, the recommendations developed in working sessions, and a listing of current local programs for rural youth.

RURAL YOUTH IN A CHANGING ENVIRONMENT, REPORT OF THE NATIONAL CONFERENCE SPONSORED BY THE NATIONAL COMMITTEE FOR CHILDREN AND YOUTH AT OKLAHOMA STATE UNIVERSITY, STILLWATER, SEPTEMBER 22-25, 1963.

Ruth Cowan Nash
1965

NTIS PB177411/AS

RURAL YOUTH IN CRISIS: FACTS, MYTHS, AND SOCIAL CHANGE (BACKGROUND PAPERS FOR THE CONFERENCE)

Lee D. Burchinal
1965
GPO 1965

3-320 Metropolitan Chicago YMCA Experimental and Demonstration Manpower Project

THE YMCA OF METROPOLITAN CHICAGO
CHICAGO, ILL.

John Bates

Contracts MDS 4-64, 82-12-16, 82-12-67-06, 82-15-67-50, 82-15-67-64, 82-1[illegible] 68-08, 82-15-70-11, and grant 92-15-69-02
Project completed fiscal year 1973

Descriptors: YOUTH PROGRAMS; INNER-CITY RESIDENTS; PARAPROFESSIONALS; ON-THE-JOB TRAINING (OJT); EMPLOYER PRACTICES AND POLICIES; COACHING; JOB DEVELOPMENT; JOB RETENTION; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; YMCA EMPLOYMENT AND TRAINING PROJECT; SERVICE DELIVERY SYSTEMS; ILLINOIS, CHICAGO

With completion of its most recent contract, the YMCA of Metropolitan Chicago rounded out a decade of work in the research and development vineyard.

The work began July 1, 1963, when the Manpower Administration of the U.S. Department of Labor funded the YMCA to conduct a development project for providing education, counseling, and skill training to underemployed or unemployed inner-city black youth. The second phase of this project—known as Job Opportunities through Better Skills, or JOBS—continued through the first part of 1966. Skill training proved to be the most important part of the program, but followup of the graduates raised the question of why the payoff for completing the program was not higher. (See also 82-21-14 for an evaluation of this phase of the project.)

Therefore, in September 1966, the YMCA received another contract to conduct an experimental project known as JOBS NOW, which used the "hire first, train later" approach to employment of participants. Following a 2-week orientation, they were placed with employers who agreed to train them and to provide various degrees of "high support." The project continued to work with the newly placed employees and developed the procedure of post-placement coaching by nonprofessionals. It also developed a team approach, whereby each participant was assigned to a team consisting of a chief, a job developer, a coach, a counselor, and an employment service representative. Employers were induced to pledge job openings, and some assigned staff members to work as job developers and provide liaison with other employers. Regular training programs for the disadvantaged—especially the Concentrated Employment Program (CEP)—drew on the JOBS NOW experience.

The report on the second year of phase I of this project describes each component of the project and gives an overview of the whole project. It emphasizes approaches to contacting, involving and developing the capability of business and industry to facilitate enrollees' movement into employment and lists supportive actions by Chicago firms. It also describes coaching, counseling, and a human relations session for enrollees.

Coaching in a Manpower Project, produced at the end of the final year of JOBS NOW (1970), sums up the staff's observations and experiences with the post-placement coaching activity and staff. Major conclusions and recommendations were: (1) The ability to provide strong personal support to participants was required of coaches, and many participants may require a coach who can project street values while prodding the participant into seeing the value and potential rewards of employment. (2) The training of coaches should include sessions on the use of outside resources and on interviewing skills. (3) An equitable structure of rewards for coaches must be provided, and this requires establishment of workable criteria for evaluating performance, which also can provide a tool for measuring company resistance. (4) To keep track of coaches and problems in the field, their supervisors need additional sources of feedback. In companies that have some form of coaching, the coach's services must effectively coincide with those provided by the company, but some employers may want the full range of coaching services.

After JOBS NOW, the YMCA Manpower Project sought to: (1) Determine whether it could increase job retention and progression for disadvantaged workers by providing an onsite job counselor assisted by specially trained support staff; and (2) find out whether workshops and seminars for management and union personnel could be used to develop descriptive materials on worker utilization problems and ways of preventing or overcoming them that would have credibility among employers.

The result was A Practical Guide to Employing the Low-Skilled Disadvantaged Worker—a handbook for employers who are interested in improving the job performance of low-level personnel. It covers selection, orientation, supportive services, training, motivation, supervision, and the role of higher management, and discusses problems in seeking company involvement and in-company activities.

The contractor has established the YMCA Development Training Institute, which is using the knowledge built up through the projects in a series of employer workshops and training efforts.

A PRACTICAL GUIDE TO EMPLOYING THE LOW-SKILLED DISADVANTAGED WORKER

David J. Rogers and Charles Silverstein
1972

Report Descriptors: JOB RETENTION; MOTIVATION; YMCA EMPLOYMENT AND TRAINING PROJECT; DISADVANTAGED; WORKERS; HANDBOOKS

NTIS PB221965/AS

YMCA R&D MANPOWER PROJECT: FINAL REPORT

John Bates
1972

Report Descriptors: YMCA EMPLOYMENT AND TRAINING PROJECT; JOB RETENTION; EMPLOYABILITY DEVELOPMENT

NTIS PB221034/AS

COACHING IN A MANPOWER PROJECT

1972

Report Descriptors: YOUTH PROGRAMS; INNER-CITY RESIDENTS; PARAPROFESSIONALS; SERVICE DELIVERY SYSTEMS; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; JOB RETENTION; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; YMCA EMPLOYMENT AND TRAINING PROJECT; EMPLOYER PRACTICES AND POLICIES; COACHING

NTIS PB204301/AS

JOBS NOW—FINAL REPORT FOR PHASE I, SECOND YEAR (HIRE NOW, TRAIN LATER PROGRAM EMPHASIZING ORIENTATION, COACHING, AND EMPLOYER INVOLVEMENT)

1971

Report Descriptors: YOUTH PROGRAMS; INNER-CITY RESIDENTS; EMPLOYER PRACTICES AND POLICIES; SERVICE DELIVERY SYSTEMS; ON-THE-JOB TRAINING (OJT); JOB DEVELOPMENT; JOB RETENTION; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; YMCA EMPLOYMENT AND TRAINING PROJECT; COACHING; PARAPROFESSIONALS

NTIS PB199436/AS

3-321 THE DIALECT REMEDIATION PROJECT

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Herman Niebuhr, Jr., and others

Contract 81-37-03
Project completed fiscal year 1968

Descriptors: BLACKS; YOUNG WOMEN; CLERICAL OCCUPATIONS; ENGLISH AS A SECOND LANGUAGE (ESL); BASIC EDUCATION

In conjunction with a demonstration project (contract 82-37-05), data were collected on the progress of 160 young black women enrolled in a training program designed to prepare them for occupations requiring communication skills. All of them attended remedial English classes, and, in addition, half received programed instruction to remedy problems related to dialect and other special assistance.

Study findings indicated that the women receiving the special treatment achieved significant improvements in speech through this method. However, administrative difficulties precluded valid conclusions about any changes in self-image or subsequent occupational attainment.

1968

NTIS PB177869/AS

3-322 INNER-CITY NEGRO YOUTH IN A JOB TRAINING PROJECT: A STUDY OF FACTORS RELATED TO ATTRITION AND JOB SUCCESS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gerald Gurin

Contract 82-21-14
Project completed fiscal year 1971

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); INNER-CITY RESIDENTS; TRAINING EFFECTIVENESS AND IMPACT; YOUTH; ATTITUDES

This investigation covered Job Opportunities Through Better Skills (JOBS I), a Chicago project for underemployed or unemployed inner-city black youth (MDS 4-64), which ran from September 1963 to the summer of 1964. Basic education, group and individual counseling, and skill training were provided, as well as institutional and on-the-job training.

Skill training was found to be the most significant part of the project. The main problem in basic education was not in overcoming aversion to school but in showing that it was relevant to a job. Counseling was emphasized. Counselors were the staff members to whom the youth were best able to relate, as compared with teachers or vocational education instructors, but counselors had less power in the project. Dropping out of the program was seen to be overrated as a problem. Rather, the basic question was: Why was there not more payoff for program completion? Also highlighted were the differences between individuals in what was usually considered to be a homogeneous population. Even slight differences in age or education had an impact on success.

As a group, the youth were not lacking in "middle class" values and aspirations, but they emphasized having feelings of "powerlessness."

1971

NTIS PB202245/AS
ETA EXPERIMENTAL DEMONSTRATION FINDINGS NO. 7

3-323 An Evaluation of the Concept of Trainee Camps for Unemployed Youth

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Harry V. Kincaid, Gertrude D. Peterson, and Donald G. Woodworth

Contract 81-04-15
Project completed fiscal year 1965

Descriptors: RESIDENTIAL JOB CENTERS; DROPOUTS; YOUTH; EFFECTIVENESS OF PROGRAMS; MONOGRAPHS; CALIFORNIA

This pilot project was the first phase of an evaluation of the effectiveness of the Oak Glen Youth Camp, a youth conservation and training camp established and administered by the State of California. Techniques were developed for use in a comprehensive appraisal of the trainees.

Highlights of the findings were: (1) Almost 70 percent of program graduates were employed compared with about 55 percent of program dropouts. Even among dropouts, there was a direct relationship between subsequent status at work, in school, or in the armed forces and length of time spent in the program. (2) The higher the trainees' level of education, the greater was the probability they would complete the program and be successful after completion. (3) Physical condition was apparently a factor in overall achievement. (4) Disinterest was the most frequently cited reason for termination among the program dropouts; one-tenth of them said they left because they were homesick.

The researchers cautioned that followup procedures needed considerable strengthening.
1965

NTIS PB177326/AS
Also available from ERIC-ED 015321; Manpower/Automation Research Monograph No. 5, 1965 (summary)

3-324 The Boys Residential Youth Center (Effect of Innovative Supporting Services in Changing Attitudes of "High Risk" Youth)

BOYS RESIDENTIAL YOUTH CENTER
NEW HAVEN, CONN.

Contract 82-07-66-64
Project completed fiscal year 1971

Descriptors: RESIDENTIAL JOB CENTERS; YOUTH; INNER-CITY RESIDENTS; TARGET GROUPS; INDIGENOUS PERSONNEL; HANDBOOKS; BEHAVIOR MODIFICATION

An inner-city residential youth center was established for housing those "high-risk" youth who were not being reached by existing employment and training programs. Using an indigenous nonprofessional staff and working intensively with families, this project was able to effect significant behavioral changes in 16- to 21-year-old male youth who were subsequently enrolled in employment and training programs.

This report is a "how-to-do-it" manual, which includes sections on how staff worked together and how the institution won community acceptance.
1971

NTIS PB199502/AS

3-325 Use of a Residential Center to Serve Girls Rejected by Woman's Job Corps

RESIDENTIAL YOUTH CENTER OF DOWNEAST, WOMEN IN COMMUNITY SERVICE (WICS), INC.
PORTLAND, MAINE

Contract 42-7-006-21
Project completed fiscal year 1970

Descriptors: YOUNG WOMEN; JOB CORPS; NEIGHBORHOOD YOUTH CORPS (NYC); COUNSELING

When WICS found, in recruiting and screening candidates for the Women's Job Corps, that many girls were not interested in or did not qualify for the Job Corps but needed shelter to avoid being picked up by the police, the Residential Youth Center of Downeast was established.

In the first phase of the project, 32 young women between the ages of 16 and 21 lived at the center (a converted mansion), which was staffed primarily by volunteers who served in a "big sister" role and tried to help in "molding character" and counseling the girls toward employment.

Emphasis of the project shifted in the second phase to taking younger girls and trying to get them to either return to school or get a job within 2 weeks after entering the residential center. If in school, they were enrolled in the Neighborhood Youth Corps. The volunteers put more emphasis on trying to work with the girls' families and on developing employability. For an evaluation of this phase, see contract 43-9-009-21.
1970
ETA

3-326 Work Kamp (Work Oriented, Residential, Prevocational Training Program for Out-of-School, Out-of-Work Teenagers)

HULL HOUSE ASSOCIATION
CHICAGO, ILL.

Contract 42-7-015-15
Project completed fiscal year 1969

Descriptors: YOUTH; INNER-CITY RESIDENTS; RESIDENTIAL JOB CENTERS; BASIC EDUCATION; WORK-STUDY PROGRAMS; PREVOCATIONAL TRAINING

In this experiment, 94 participants were recruited from inner-city neighborhoods in Chicago, transported each Monday morning to a camp 100 miles from Chicago, and returned home each Friday afternoon. While at camp, they worked (for compensation) at real and necessary tasks such as carpentry, painting, food preparation and service, and vehicle maintenance, and received counseling, remedial education and tutoring, and supervised recreation. Approximately 60 percent of the trainees were placed in a job or in advanced skill training by the end of the project, and 10 percent were still in camp.
1969

NTIS PB199135/AS

3-327 Program Experimentation Project on Special Summer Camp and Followup on Youth Activities to Break the Poverty Cycle

SAGE HILL CAMP, INC.
MONTEZUMA, COLO.

Grant 92-6-67-14
Project completed fiscal year 1971

Descriptors: WELFARE RECIPIENTS; YOUTH; STUDENTS; ATTITUDES; MOTIVATION; SUMMER JOBS; RESIDENTIAL JOB CENTERS

A residential summer work program in a camp setting was conducted for disadvantaged high school youth from welfare families in the summers of 1967 (in Montezuma, Col.) and 1968 (in Montezuma, Col., and Jamaica, Vt.). Followup activities during the school year after the youths' summer camp work program were part of overall project operations.

The report provides full details on a project designed to assess, through empirical research, the feasibility of utilizing a brief summer camp program and followup activities for disadvantaged youth as a means of developing the motivations, interpersonal skills, and attitudes needed to create the achieve-

ment and self-actualization process which leads out of poverty. The nature of the research qualifies the project as a feasibility study for testing issues related to social psychology theory.

The report provides details on the nature of and problems with the instruments chosen to assess personality, attitudinal, and other behavioral factors. It summarizes the key data on behavioral changes as a result of the summer residential camp work-experience program.

1972

NTIS PB199483/AS

3-328 Æsopus Prep (A Residential School for Seriously Disadvantaged Youth)

YOUTH SERVICES AGENCY, HUMAN RESOURCES ADMINISTRATION
NEW YORK, N.Y.

William K. Banks

Contract 82-34-67-29
Project completed fiscal year 1969

Descriptors: RESIDENTIAL JOB CENTERS; BASIC EDUCATION; TUTORING; PREVOCATIONAL TRAINING; YOUTH; DISADVANTAGED; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

Under this contract, 172 severely disadvantaged young men from minority groups were enrolled in a short-term residential camp program to develop their training potential. Severe organization and staffing problems necessitated scaling down or abandoning plans to experiment with the optimum duration of the program, to expand it to young women, to test nontraditional curriculum materials, and to explore the value of special assistance for success in future training and employment. In the program that was conducted, the principal components were remedial education in arithmetic and language, tutorial assistance as needed, individual and group counseling, driver education, job information, and guided group interaction to bring about changes in the group's members.

Modest success in those endeavors was evident from the followup of enrollees 9 months after the project ended. Over 70 percent of those who could be located were either working or in a training program, school, or the Armed Forces. Furthermore, tests of reading ability in a smaller followup group showed improvements for the vast majority, with about one-third of them scoring gains of 2 or more years—a not inconsiderable improvement over the average entry ability of 3rd to 5th grade level.

May 1969

NTIS PB199435/AS

3-329 A Guide for Summer Youth Employment Programs

ST. LOUIS UNIVERSITY CENTER FOR URBAN PROGRAMS
ST. LOUIS, MO.

Contract 42-8-005-27
Project completed fiscal year 1971

Descriptors: YOUTH; SUMMER JOBS; INNER-CITY RESIDENTS; MODELS; MONOGRAPHS

This guide was developed as a by-product of an experimental program called Youth Progress in Industry (YPI) which was funded in part by the Department of Labor.

YPI was a coordinated public and private agency effort to provide employment during the summer of 1968 and supportive service through job coaches to youth attending high schools located in poverty neighborhoods of the St. Louis area. Youth were selected on the basis of satisfactory school attendance and good citizenship and were designated as "YPI achievers" to indicate they were not disciplinary problems.

The university's Center for Urban Programs, on the basis of an exhaustive study of YPI, has developed a model summer youth employment program which is presented in this publication.

1971

NTIS PB199519/AS
Reprinted as MDTA Experimental and Demonstration Findings No. 10

3-330 Experiment in the Streets: The Chicago Youth Development Project

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Martin Gold

Grant 91-24-68-41
Project completed fiscal year 1975

Descriptors: EFFECTIVENESS OF PROGRAMS; INNER-CITY RESIDENTS; DROPOUTS; EDUCATION; URBAN PROBLEMS; YOUTH; ILLINOIS, CHICAGO

The Chicago Youth Development Project (1961-66) was an action research program jointly undertaken by the Chicago Boys Club and the University of Michigan Institute for Social Research. It was intended to test whether a program of aggressive street work and community organization in the core of one of America's great cities could reduce delinquency among youth living there. The program research was designed congruently in order to insure the availability of the pretest and posttest, and control information necessary to construct adequate measures of program effectiveness.

The researchers analyzed the program by comparing its effect in two inner-city areas with the situation in comparable control areas. They paid particular attention to delinquency rates, youth employment rates, school attendance, and adults' satisfaction with their community. Two methods were used to control exogenously induced changes in the neighborhoods selected. In the first method, natural unified control areas were chosen by the same criteria as those which determined the selection of the experimental areas. A comparison of the experimental areas and the natural unified control areas made it apparent that for certain kinds of comparisons, the two areas were not similar enough. Then a number of spatially dispersed census tracts were selected for specific characteristics to simulate the census tracts in the experimental areas. These constructed-dispersed control areas enabled the experimenters to control for certain other important characteristics, such as the existence of athletic clubs and the degree of urban renewal activity. Variables relevant to the conditions of the populations and the goals of the program were measured at the beginning and at the end of the program. Data were collected through interviews with representative samples of the boys, their mothers, community leaders, and personnel throughout the Chicago Boys Club Organization. Further material was gathered from police, court, and school records for the boys participating in the program.

The final information concluded that the project had a negligible impact on such variables as employment rates and official measures of delinquency, though there was some speculation that official measures of delinquency should not have been relied upon exclusively. The project was successful in reaching and maintaining relationships with boys who were not ordinarily served by the agency, and it was also effective in enlisting black women into community organizations, increasing their sense of efficacy and responsibility for neighborhood youth. The project was able to increase the number of boys accepted back into school, though not the number who remained in school, and to increase the number who obtained jobs, though not the number who kept jobs.

Martin Gold and Hans W. Mattick
March 1974

NTIS PB236226/AS

3-331 A Study of Negro Male High School Dropouts Who Are Not Reached by Federal Work-Training Programs

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Contract 41-9-001-09
Project completed fiscal year 1971

Descriptors: DROPOUTS; YOUTH; ASPIRATIONS; ATTITUDES; JOB RETENTION; BLACKS; TARGET GROUPS; MARYLAND, BALTIMORE; MISSOURI, ST. LOUIS

This study investigated the characteristics of black male high school dropouts that might inhibit their participation in Federal work-training programs. Data were obtained during the summer of 1969 in interviews with approximately 300 young black men in Baltimore and St. Louis who had dropped out of high school in the 1966-67 academic year and were believed not to have availed themselves of Federal work-training programs. One-fourth of the original sample were in military service, jail, a hospital, or dead, and 17 percent could not be found.

At the time of the interviews, approximately 2 1/2 years after the young men had dropped out of school, no more than half had made a good employment adjustment or were regarded as being capable of doing so. The need for employability assistance was not limited to those eligible for the programs under poverty guidelines nor to those under age 20, as had been expected. Because nearly 90 percent of the men had held at least one job—and the average was three—since dropping out of school and because they rarely attributed leaving a job to low wages or the termination of the work, the researchers concluded that the young men's unemployment was due primarily to a lack of fit between the subject and the job. For example, nearly 40 percent wanted in 10 years to be in executive or managerial positions, in business for themselves, or in professional work, but none reported any experience in these fields and most were far down the occupational ladder from these goals. Only 27 percent reported that their chances of achieving their goals were "not so good" or "unlikely" and only 38 percent believed that lack of education or training would deter them, suggesting immaturity and lack of realism.

The young men's failure to participate in the Neighborhood Youth Corps and MDTA training programs was traced primarily to the fact that less than one-third of those most in need of assistance had ever heard of these programs, although a number who knew about them indicated they did not want what the programs offered. Nearly all knew about the Job Corps, and nearly half offered reasons for not using it.

The researchers recommended greater use of media announcements about employment and training programs and better counseling for black youth through the schools and the employment service. They also suggested certain changes in training programs to put more stress on career opportunities than simply on "a job" and to develop not only job skills but skills, such as the management of self, that enable an individual to function effectively on the job.
1971

NTIS PB202110/AS

3-332 The Training and Research Institute for Residential Youth Centers, Inc., A Final Report

TRAINING AND RESEARCH INSTITUTE FOR RESIDENTIAL YOUTH CENTERS, INC.
NEW HAVEN, CONN.

Contract 42-9-001-7
Project completed fiscal year 1972

Descriptors: YOUTH; RESIDENTIAL JOB CENTERS; STAFF TRAINING; HANDBOOKS

The Institute, known as TRI-RYC, was created in 1968 to assist communities wishing to develop residential centers to provide supportive service to "high-risk" youth enrolled in training, education, and job opportunity programs. The program was based on the successful experience of TRI-RYC's staff with two model youth residential centers located in New Haven, (see contract MDS 1-63 etc., under Breakthrough for Disadvantaged Youth). The contractor was to: (1) Identify potential locations, sponsors, and funding agencies for other residential youth centers; (2) prepare and use a training manual with staff of such centers and similar or related programs; (3) provide technical assistance and arrange for center programs to be coordinated with existing local employment and training programs; (4) assess the relative effects of the centers on their enrollees; and (5) disseminate the projects' experiences and findings. Under the contract centers were developed in Flint, Mich.; Bridgeport, Conn.; Boston, Mass.; Cleveland, Ohio; and Trenton, N.J.

The report describes the TRI-RYC experience in carrying out this work, including the problems of tooling up and preparing for field-tests of the RYC model. Attention is focused on the model's staffing with indigenous nonprofessionals, orientation toward client services, sensitivity training for staff, and horizontal organization structure. It also discusses the effects on the centers' development of the quality of prime contract input, kind and number of agencies involved, source of funds, competence of staff, and the role of government policy and decisionmaking. Implications are drawn for the future development of similar residential programs.
1972

NTIS PB199384/AS

3-333 Community Elite Corps

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Ted Watkins

Contracts 42-9-004-05 and 42-0-002-05 42-9-004-05)
Project completed fiscal year 1973

Descriptors: YOUTH; STUDENTS; INNER-CITY RESIDENTS; WORK-EXPERIENCE PROGRAMS; MODELS; COMMUNITY ELITE CORPS; CALIFORNIA, WATTS

The Community Elite Corps (CEC) was designed to help build a comprehensive youth development and work experience program run by a local community organization, and to help develop a model Neighborhood Youth Corps (NYC) program for in-school youth focused on self and community pride and development.

It was intended for in-school 16- to 18-year-old youth previously ineligible to participate in employment and training activities of the Watts Labor Community Action Committee (WLCAC), and was related to the WLCAC programs (financed by regular NYC funds) for both in-school 14- to 15-year-olds and out-of-school youth aged 16 to 21. Therefore, it was central to the design of comprehensive youth development activities at WLCAC.

The CEC enrolled in-school youth aged 16 to 18 in year-round activities not directly under the jurisdiction of the Los Angeles public schools (after school, on weekends, and during school recess). It was a program of vocational exploration, personal counseling, education remediation, work experience, leadership development, cultural enrichment, and recreation. Services were directed to developing strong peer group relationships. To a large extent, group activities were channeled into community services work as a means of advancing self-help and group pride as the central theme for other development.

This CEC concept was implemented by highly visible services and improvements in the Watts area of Los Angles, including building recreational facilities, providing assistance to senior citizens, leading and supervising younger youth, main-

taining community facilities (for example, neighborhood beautification), and participating in the operation of community owned business (such as a gas station, supermarket, and credit union).

The CEC stimulated group pride and a sense of personal achievement for disadvantaged youth, as evidenced by their participation in the program well beyond the number of paid hours of work each week. It: (1) Inspired 95 percent of its enrollees to complete high school; (2) conditioned young men in the on-the-job requirements of the world of work; (3) provided these youth with personal discipline and other life skills needed for better adjusting to the greater society; and (4) enabled teenagers to contribute visibly to the betterment of the community.

FINAL REPORT ON COMMUNITY ELITE CORPS
August 1973
ETA

3-334 Camp Saugus Residential Job Center

WATTS LABOR COMMUNITY ACTION COMMITTEE
LOS ANGELES, CALIF.

Contracts 42-9-005-05 and 42-06-71-02
Project completed fiscal year 1972

Descriptors: OCCUPATIONAL TRAINING; WORK-EXPERIENCE PROGRAMS; RESIDENTIAL JOB CENTERS; CAMP SAUGUS PROGRAM; YOUTH; ECONOMIC DEVELOPMENT; CALIFORNIA, WATTS

This project explored the feasibility and value of developing a near-city residential work-experience and skill-training program and center which was linked to an in-city community-based comprehensive youth development program. The enrollees returned home on weekends after their 5-day, round-the-clock stay at the center. A central focus of this residential youth program was that it was work-oriented with wages paid for work and with practices relevant to dealing with workers.

In cooperation with the California Department of Human Resources Development and other community agencies, enrollees (primarily 16- to 21-year-old school dropouts, both men and women) were recruited from Watts and other low-income communities in the Los Angeles area. At Camp Saugus—a facility located 40 miles from the home area of the enrollees—a comprehensive program of work activities was integrated into and coordinated with classroom vocational training conducted by community work-crew chiefs and Los Angeles school system instructors. Work activities, including on-the-job training, were conducted both at the residential center and at facilities of various public and nonprofit private employers and agencies and were geared to facilitating job placement.

Camp Saugus' vocational training courses and related work activities included automobile mechanics, commercial cooking, office occupations, licensed vocational nurse, carpentry, horticulture, and several new training courses in health occupations, including dental assistant. As a result of the positive response to training in the health field, the Rockefeller Foundation provided funding for expansion of this area.

Camp Saugus was an integral part of a complex of human resource community-economic development programs run by the Watts Labor Community Action Committee (WLCAC). In addition to daily work at the camp, enrollees in their final phase of training were able to gain related on-the-job experience at WLCAC nonprofit businesses—a restaurant, auto service stations, supermarkets, a credit union, and a construction and landscaping company. Through this work, enrollees participated in the economic-physical-social betterment of the Watts community.

WLCAC business enterprises provided permanent jobs (averaging $130 per week) to graduates of the Saugus program. The paramedical training program prepared future staff for the Martin Luther King, Jr., Hospital in Watts. When the project ended, WLCAC was planning several other community owned businesses to serve as permanent job placement resources for Saugus graduates.

Camp Saugus was an important partnership between a community action sponsor and the education establishment to help develop the human resources needed for the economic renewal of Watts.
ETA

3-335 An Experiment in Change

UNIVERSITY OF MAINE
PORTLAND, MAINE

Frederick A. Hussey and Jean H. Talbot

Contract 43-9-009-21
Project completed fiscal year 1970

Descriptors: YOUNG WOMEN; RESIDENTIAL JOB CENTERS; VOLUNTEERS; ASSESSMENT AND EVALUATION

This project consisted of an evaluation of the Residential Youth Center of Downeast, which served young women in the Portland area, primarily through volunteers. (See contract 42-7-006-21.) The final phase of the center's program stressed returning to school and developing employability, using volunteers for the provision of most services.

Data gathered for the evaluation indicated that the center's program did not enhance the participants' chances of completing school. The evaluation report also noted that there were probably too few volunteers, however dedicated they may have been, who could succeed in enhancing employability to warrant relying on volunteers as the primary agent of intervention. The report suggested ways of setting up a similar program that would have a better chance of success.

AN EXPERIMENT IN CHANGE (FINAL REPORT AND EVALUATION OF GIRLS RESIDENTIAL YOUTH CENTER, PORTLAND, MAINE—PHASE II)
1970

NTIS PB199426/AS

3-336 Unemployment Among Black Teenage Females in Urban Poverty Neighborhoods

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.

Phyllis A. Wallace

Contract 41-0-004-34
Project completed fiscal year 1972

Descriptors: YOUNG WOMEN; FAMILIES; BLACKS; UNEMPLOYMENT; TEENAGERS; POVERTY AREAS

The study was designed to relate the employment status and the work behavior of black teenage girls to sociocultural and community factors as well as to psychological variables. The project selected two groups of unemployed 16 to 19 year old girls from Harlem and Bedford-Stuyvesant neighborhoods in New York City who were to have been respondents to formal data collecting questionnaires. However, this questionnaire approach was abandoned early in the project since it proved to be inadequate in tapping improvement dimensions in the lives of these girls involving household, family, drugs and influences of peers. The modification of the original design led to application of peer group networks which enabled the researcher to gather data about personal and group experiences and perceptions relating to the world of work at a pace that was set by the group members themselves.

This peer group approach was basically an outreach and supportive employment services construct that first found the girls—brought them out into the open for the project staff to work with; established a mutual relationship of respect and trust after which various support services were made available including orientation to the work world, mock employment interviews, long- and short-range career counseling, and within the role of counseling providing a surrogate peer-friend or

parent substitute. Moreover, the researcher observed an unexpected spillover effect; the work attitudes of persons close to the participants, especially mothers and boyfriends, were influenced by the employment activities that the project initiated.

The study's most dramatic finding was that these girls have been ill-served by government-sponsored employment and training programs. In the survey of over 40 agencies and and organizations that provided employment, vocational or other services to residents of New York City, the majority had small, poorly informed staffs that did not give sufficient attention to the employment and training problems of this population.

The report concluded that employment and training-related programs for this group were likely to have a better chance of success when they were integrated into the activities of the peer group. Hence, the researcher sketched the outlines of a model project building on this peer group approach that hopefully would have national replicability and spin off to an existing employment and training agency.

June 1972

NTIS PB210210/AS

3-337 San Jose Residential Manpower Center Demonstration Drug Project

JOB CORPS HEALTH UNIT, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

David Kraft

Contract 82-11-7i-14
Project completed fiscal year 1974

Descriptors: JOB CORPS; DRUG USERS; MODELS; REHABILITATION; YOUTH; INTERSYSTEM LINKAGES; STAFF TRAINING; CALIFORNIA, SAN JOSE

This project explored the feasibility of and potential for operating model drug prevention and treatment programs at three residential employment and training centers.

Each center developed a program which included the following components: (1) Drug program identification mechanism; (2) in-center drug misuse control program; (3) drug education staff training; (4) community linkages; and (5) evaluation.

The final report details the San Jose residential center Demonstration Drug Program (DDP), which built on the earlier experiences of DDP centers in Washington and Jersey City. The project demonstrated a significant reduction in drug use among program participants in an evaluation study included in the final report. Additionally, the San Jose DDP report was refined for publication of a subsequent Job Corps handbook for drug abuse prevention in youth residential centers.

NTIS
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3-338 Improving Employment Possibilities for Female Black Teenagers in New York City

METROPOLITAN APPLIED RESEARCH CENTER, INC.
NEW YORK, N.Y.
AND
NORTHSIDE CENTER FOR CHILD DEVELOPMENT
NEW YORK, N.Y.

Mamie Phipps Clark and Hylan Lewis

Grant 42-36-73-03
Project completed fiscal year 1976

Descriptors: ROLE MODELS; COUNSELING AND GUIDANCE; TRANSITION TO WORK; YOUNG WOMEN; BLACKS; DROPOUTS; MOTIVATION; MONOGRAPHS

This project attempted to test and determine the impact of a model youth program upon the motivation of black women school dropouts aged 16 through 19 in an urban ghetto. Peer group reinforcement was used, and peer aides served as role models. This technique had been developed in an earlier project (contract 41-0-004-34).

The participants attended peer group sessions up to 15 hours per week. The sessions, facilitated by peer group aides of similar social and economic circumstances, focused on employment, labor market information, training, and related activities.

Findings indicated that the peer group reinforcement model was a useful means of improving employment behavior for this target group. The analysis showed that practically every member of the experimental group held a job at some point during the program as compared with slightly more than one-third of the control group. Whether the young women were in school or out of school and had looked for a job or had not looked made differences in their view of job possibilities and of education. The peer group mechanism seemed effective in dealing with some aspects of the interplay among race, sex, and age in work behavior and expectations.

May 1976

NTIS PB255778/AS

Hylan Lewis, Mamie Phipps Clark, Richard A. Cloward, Olivia P. Frost, James A. Jones, Sondra Johnson, and E. David Nasatir
May 1977
ETA R&D MONOGRAPH NO. 47

3-339 Demonstration Program to Serve Young Black Girls in Memphis, Tennessee

SOCIAL SERVICE DELIVERY SYSTEMS
MEMPHIS, TENN.

Andrew Fox and Julius Harrington

Contract 20-47-75-12
Project still in progress

Descriptors: ROLE MODELS; YOUNG WOMEN; YOUTH PROGRAMS; TEENAGERS; DROPOUTS; ATTITUDES; BLACKS; WORK-EXPERIENCE PROGRAMS

This project tested whether a program of peer group reinforcement, role model aides, and constructive work experience could promote a significant degree of positive behavior and attitude change among inner-city black girls in their early teens. The hypothesis was that work experience combined with peer group reinforcement could lead to reduced school dropout rates after age 16 and improved labor market experiences for the students upon leaving school. Ninety 14- and 15-year-old girls who appeared to be potential dropouts constituted the study groups. Two groups worked after school in day care or recreation centers, assisting in the care of children aged 6 to 12. The girls in one of the groups also participated in periodic "rap" sessions, assisted by a role model aide. The third group served as a control for the project and received neither work experience nor peer group support.

A report currently being prepared analyzes this project and provides some comparison with an earlier contract (see 42-47-73-01).

3-340 A Study of Noneconomic Impacts of the Job Corps Program

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Judith F. Goldberg

Contract 20-25-75-13
Project completed fiscal year 1977

Descriptors: JOB CORPS; HEALTH CARE; DRUG USERS; DROPOUTS; ATTITUDES; JOB SATISFACTION; MONOGRAPHS; SOCIAL RELATIONSHIPS

Study objectives were to develop and apply measures of noneconomic outcomes in a limited setting to experimental,

control, and comparison groups in order to determine the nature and extent of changes that occur in the Job Corps enrollee as a result of participation in the Job Corps.

Pretests and posttests were given three groups of participants in seven metropolitan areas: Those who enrolled in Job Corps and stayed more than 3 months (persisters), those who stayed less than 3 months (dropouts), and those who applied but did not enroll (no shows). The kinds of issues addressed were job-related impacts, social/attitudinal impacts, health impacts, and opinions of Job Corps enrollees.

The study yielded a number of positive results. Significant improvements were found in crime reduction, health-related behavior, and medical services. Specifically, women who entered Job Corps with a history of police involvement tended to stay in Job Corps more than 3 months and tended to markedly decrease their level of criminal behavior. Enrollees were provided 10 times as many medical visits as they would have received outside of Job Corps. Examinations at entry identified treatable conditions among 14 percent of enrollees. Enrollees improved in frequency of dental care in Job Corps. Enrollees chose more nutritious foods over junk foods after being in Job Corps.

Further findings indicated that those who stayed longer did better in general than those who dropped out in less than 3 months, women did better in general than men, and those from the South and West did better in general than those from the industrial North.

March 1978

ETA R&D MONOGRAPH FORTHCOMING

3-341 Analysis and Synthesis of DOL Experience in Youth Transition to Work Programs

MANPOWER RESEARCH PROJECTS, INC.
ALEXANDRIA, VA.

Regis H. Walther

Grant 21-11-76-16
Project completed fiscal year 1977

Descriptors: YOUTH; STATE-OF-THE-ART PAPERS; TRANSITION FROM SCHOOL TO WORK; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; UNEMPLOYMENT; TRAINING; COUNSELING AND GUIDANCE; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

This study reviewed the literature, particularly the reports of research and development projects; examined exemplary programs; followed up on researched programs; and analyzed key issues of concern or potential interest to CETA sponsors and others engaged in youth transition from school to work programs. After disaggregating the youth problem into its various parts and identifying and discussing major impediments to youth program delivery, the researcher enunciated general principles that ought to apply to program development and management. These were derived from R&D experience in programs that have stood the test of time and have shown some objective evidence of achievement. Areas covered included outreach and intake, how remedial education should be handled, effective program mixes, the improvement of work attitudes and jobseeking skills, and types of job placement and followup programs.

December 1976

NTIS PB172435/AS

3-342 Study of Job Corps Allowances Systems

PLANNING AND HUMAN SYSTEMS
WASHINGTON, D.C.

Jane Watson

Contract 20-11-76-37
Project still in progress

Descriptors: JOB CORPS; RESIDENTIAL JOB CENTERS; TRAINING ALLOWANCES; EDUCATION; YOUTH; WORK-EXPERIENCE PROGRAMS

This study is assessing the feasibility and effectiveness of three different plans for modifying the current allowance system for Job Corps participants. Three varying procedures for increasing the current allowance payment to corpsmembers are being evaluated. The expected result is that corpsmembers will be motivated to stay in the program longer in order to achieve successful program termination resulting in employment.

Three experimental study sites are the Phoenix, Pine Ridge, and Columbia Basin Job Corps Centers; matched control sites are San Jose, Marsing, and Wolf Creek Job Corps Centers. All corpsmembers in centers between the target date for implementation of the plans and 12 months later are taking part.

The study includes comparisons between experimental and control centers, before and after comparisons at experimental centers, and comparisons among the experimental centers.

3-342A Home Leave Policy Pilot Project

Descriptors: JOB CORPS; YOUTH; RESIDENTIAL JOB CENTERS

The modification enlarges the scope of the study to include a pilot project on Job Corps home leave policy. The objective of the pilot is to reduce the high dropout rate among Job Corps enrollees during their first 30-45 days of enrollment by allowing earlier home leave than heretofore has been possible.

Corpsmembers who enroll at Keystone, Golconda, Timberlake, and Tongue Point Job Corps Centers will be eligible for 1 week of home leave after 6 weeks of satisfactory service. The usual waiting period for home leave is 6 months after enrollment. Earlier home leave is expected to alleviate homesickness, which is thought to be one of the underlying causes of the high turnover of new enrollees.

The researchers will measure: (1) Enrollees' loss rate during their first 30-45 days in Job Corps; (2) impact on recruitment costs of presumably reduced enrollee turnover; and (3) cost savings in center operations that may result from reduced enrollee attrition. The study is expected to be completed in 12 months.

3-343 Youth Transition to Work: Synthesis, Analysis, and R&D Strategy

NATIONAL MANPOWER INSTITUTE
WASHINGTON, D.C.

Paul E. Barton and Bryna Shore Fraser

Contract 20-11-77-21
Project completed fiscal year 1978

Descriptors: TRANSITION FROM SCHOOL TO WORK; YOUTH; PLANNING, RESEARCH, AND DEVELOPMENT; STATE-OF-THE-ART PAPERS; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

The objective of this study was to develop a research and development (R&D) strategy for a series of projects dealing with the employment-related problems of youth. The researchers analyzed available information on these problems and on the scope and effectiveness of current programs for youth and examined major policy and program issues relating to youth. They considered ongoing research not yet published and interviewed program officials and administrators.

On the basis of this research, the study projected the job-related problems of both in-school and out-of-school youth aged 14 to 24 over the next 5 to 10 years, suggested program techniques and designs that could be tested in demonstration projects, and identified knowledge gaps that research projects might fill. Its major recommendations for an R&D strategy on the job-related problems of youth are:

1. *Research Networking.* The role of a Federal research office in easing the transition from school to work should be much broader than just funding research projects. The research

office needs to have sufficient resources to facilitate the expansion of knowledge wherever that expansion might take place.

2. *Tracking Change.* A regularly collected set of "transition indicators," is needed to track changes over time in the circumstances of individual youth, the quality and behavior of key institutions in the transition, and the economy and society.

3. *Knowledge Integration and Synthesis.* Established researchers should be given incentives to integrate and synthesize existing knowledge on transition from school to work within the disciplines and across them, to balance existing incentives for fragmentation of knowledge and microscopic additions to it.

4. *An Evaluation Agenda.* The maximum knowledge possible should be obtained from already existing programs, demonstrations, and pilot projects aimed at assisting youth in the transition to work, before projects start lengthy and expensive experiments that reproduce the same program designs.

5. *New Program Experimentation.* New projects, carried out rigorously and from careful design, are needed to (a) identify effective actions for broader application, (b) close knowledge gaps about the dynamics of the transition, and (c) create operating models that can be used in other places.

6. *Survey Research Needs.* Some remaining knowledge gaps that could be filled by traditional survey research methods concern: (a) Occupational and labor market information; (b) child labor laws and regulations; (c) the nature of teenage work; (d) central-city teenage unemployment; (e) credentialing requirements; (f) the potential of in-school work experience; and (g) the adequacy of research support for school curriculum change.

BETWEEN TWO WORLDS: YOUTH TRANSITION FROM SCHOOL TO WORK—A SYNTHESIS OF KNOWLEDGE, A SUMMARY OF PROGRAM EXPERIMENTATION, A RESEARCH AND EXPERIMENTATION STRATEGY

EXECUTIVE SUMMARY
August 1978

VOL. 1 PROBLEMS, CONDITIONS, AND ISSUES
August 1978

VOL. 2 PROGRAMS AND EXPERIMENTATION
August 1978

VOL. 3 NEW RESEARCH AND MEASUREMENTS
August 1978

3-344 Evaluation of Demonstration Project on Youth Career Development for School-to-Work Transition

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Norman E. Freeberg

Contract 27-34-78-04
Project still in progress

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; TRANSITION FROM SCHOOL TO WORK; COMMUNITY-BASED ORGANIZATIONS

This project is designed to assess the effectiveness of various community-based organizations (CBO's) compared with other delivery agents, in providing youth with the career development services and skills necessary to ease their transition from school to work. Another objective is to design an effective model evaluation system, involving appropriate data-gathering techniques, evaluation tools, and analytical approaches tailored to the populations served and the local, regional, or national scope of project responsibility.

The program to be evaluated will be operated by six CBO's in cooperation with public schools to provide career education services to students from economically disadvantaged backgrounds at as many as 35 project sites. It will enroll some 4,500 students during their junior and senior years of high school. The research project will assess enrollees on their enhanced career development capabilities by measuring: (1) Their knowledge of the requirements and availability of jobs; (2) their ability to use career information to make realistic decisions; and (3) their ability to set goals and develop an effective career plan. The researcher will use assessment measures designed specifically for use with adolescents in employment and training programs and validated under an earlier contract (41-9-005-32).

3-345 Demonstration Research on the Vocational Exploration Program (VEP) for Youth

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

George D. Wendel

Grant 28-29-78-53
Project still in progress

Descriptors: YOUTH PROGRAMS; EFFECTIVENESS OF PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; SUPPORTIVE SERVICES; VOCATIONAL EXPLORATION IN THE PRIVATE SECTOR; VOCATIONAL GUIDANCE

The purpose of this demonstration research project is to assess the effects on participants of the summer National Alliance of Business-Vocational Exploration Program (NAB-VEP) and compare these effects with those of the Summer Program for Economically Disadvantaged Youth (SPEDY). In studying the 1978 NAB-VEP III effort, project staff will analyze separately the components for the handicapped, ex-offenders, and entrants into nontraditional jobs. In addition, they will conduct detailed site analyses in a group of cities being visited as part of the demonstration research. The cities will be selected to provide the broadest possible range of program information on different types of VEP experience.

The researchers will concentrate primarily on surveying enrollee attitudes and knowledge of the world of work before and after program participation. The site analysis will assist in determining whether the program is meeting its plan and how it is doing so. The researchers will: (1) Develop a behavioral profile of VEP III enrollees; (2) select a sample of SPEDY enrollees for comparison with VEP III enrollees; and (3) prepare narrative reports on 20 VEP III projects.

3I. UPGRADING AND JOB RESTRUCTURING

3-346 New Careers for the Disadvantaged in Human Service (An Innovative Work-Training Effort Combining Social Rehabilitation and Occupational Change)

HOWARD UNIVERSITY, INSTITUTE FOR YOUTH STUDIES
WASHINGTON, D.C.

Contract 82-08-43
Project completed fiscal year 1971

Descriptors: NEW CAREERS PROGRAM; STATE AND LOCAL GOVERNMENTS; PROGRAM DESIGN; DISADVANTAGED; DISTRICT OF COLUMBIA

Under this contract, disadvantaged youth and adults were trained and placed in a New Careers project involving health, education, welfare, and recreation professions. New jobs were defined, training was tailored for them, and placements were negotiated in agencies in Washington, D.C. The training consisted of a combination of classroom work, practice, and "core groups" (trainees organized to discuss and solve their problems).

The report includes an overview of the project; discussions of the New Careers concept, the process and problems of job development, and strategies for recruitment and selection of trainees; a description of the training model and individual training components; and a followup study of the occupational, educational, and social functioning of the enrollees during employment after they completed training.

The report also includes a representative selection of detailed reports, guides, and other materials on individual training programs for teacher aides, counselors in residential programs for children and youth, community mental health aides, and counselor interns.

1971

NTIS PB199127/AS
ETA REPUBLISHED AS MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 9

3-347 National Pilot Program on Household Employment

NATIONAL COMMITTEE ON HOUSEHOLD EMPLOYMENT
WASHINGTON, D.C.

Contract 82-34-66-18
Project completed fiscal year 1972

Descriptors: HOUSEHOLD WORKERS; UPGRADING; ATTITUDES; LOW INCOME; FAMILIES; MINORITIES; WOMEN; INSTITUTIONAL CHANGE; DISADVANTAGED

This report concerned a pilot program of eight experimental and demonstration projects to upgrade the household services occupation. The National Committee on Household Employment (NCHE) provided coordination, supervision, and technical assistance for the projects. (The individual projects are listed following this item. See 82-11-71-05 for an independent evaluation of the projects.)

Operators of the projects included an educational institution, profit-making agencies, a nonprofit organization, a national and local women's organization, and a local community-organized agency. They were responsible for recruiting, training, counseling, and placing trainees in jobs.

Within the broad guidelines set, each project established its own selection criteria for trainees according to local needs, interests, and particular project goals. Some projects accepted "high risks" for training and provided services to aid in rehabilitation. Of 1,200 enrollees, 35 percent dropped out because of illness, child care problems, poor skills, and lack or loss of interest in the occupation. Recruitment and retention difficulties were attributed mainly to the poor image of and negative attitudes toward the occupation.

Trainees, mostly mothers and heads of households with low incomes, looked upon the program as an opportunity to use their homemaking talents in the job market. Educational barriers posed little problem in the training, since it emphasized reinforcing existing knowledge and skills rather than developing new skills. Entry into the program was a step toward job security, improved self-image, and increased income. Graduates became specialists in the occupation, trained in improved and efficiency-oriented household techniques.

Of the approximately 800 graduates, 69 percent became workers and 63 percent were still employed when the project ended, although only 38 percent were working within the occupation. Few were earning less than $1.60 per hour or more than $3 (in 1968-69). The majority of the graduates were placed in general cleaning jobs in residences, while others were placed in restaurants, hospitals, and motels.

The NCHE regarded the training as a success, concluding that the poor placement record was not a result of inadequate preparation; some graduates simply refused employment or resigned after they were placed. It also concluded, however, that there was need for: (1) A massive public education program to upgrade the occupation; (2) more specific training materials for the occupation; (3) part-time placements for women in the occupation; and (4) extensive research to uncover numerous problems relating to the occupation, such as the behavior patterns of household workers as they relate to innate skills, and rejection patterns of women as they relate to human relationships.

The individual projects, together with the reports on their work, are:

NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT: FINAL REPORT OF THE EXPERIMENTAL AND DEMONSTRATION PROJECTS

Report Descriptors: HOUSEHOLD WORKERS; UPGRADING; SUPPORTIVE SERVICES

NTIS PB203790/AS

UPGRADING THE HOUSEHOLD WORKER

Contract 82-09-67-39—Willmart Services, Inc., Washington, D.C.
1971

NTIS PB199529/AS

FINAL REPORT FOR "HOMEMAKER TRAINING PROJECT"

Contract 82-09-68-27—The Women's Service Club of Boston Inc., Boston, Mass.
September 1971

THE HEART REPORT: A HOUSEHOLD EMPLOYMENT TRAINING, COUNSELING, JOB DEVELOPMENT AND PLACEMENT PROGRAM

Contract 82-40-68-27—Household Employment Association for Re-evaluation and Training, Philadelphia, Pa.

NTIS PB199498/AS

Contract 82-09-68-29—The Ethnic Foundation, Inc., Washington, D.C.

PROJECT SURGE (SERVICES UNITED FOR RESPONSIBLE AND GAINFUL EMPLOYMENT)

Contract 82-09-68-30—Washington (D.C.) Urban League, Inc.
September 1971

NTIS PB199103/AS

HOMEMAKER SERVICE DEMONSTRATION TRAINING PROJECT—FINAL REPORT

Contract 82-18-68-31—Kansas State University, Manhattan, Kans.
August 1971

NTIS PB199473/AS

AN EXPERIMENTAL AND DEMONSTRATION PROGRAM TO IMPROVE THE STATUS OF HOUSEHOLD EMPLOYMENT

Contract 82-34-68-32, Household Management, Inc., New York, N.Y.

NTIS PB200128/AS

Contract 82-40-70-20, Household Technicians of Western Pennsylvania, Inc., Pittsburgh, Pa.
October 1971
ETA

3-348 New Occupations Demonstration Project

MOBILIZATION FOR YOUTH, INC.
NEW YORK, N.Y.

Contracts 82-34-66-25 and 82-34-69-18
Project completed fiscal year 1972

Descriptors: INSTITUTIONAL CHANGE; CAREER PATTERNS; LABOR REQUIREMENTS; INNER-CITY RESIDENTS; HEALTH OCCUPATIONS; REPAIR SERVICES; CREDENTIALING; VOCATIONAL TRAINING; COUNSELING AND GUIDANCE; SKILLED WORKERS; GATEWAY PROJECT; JOB RESTRUCTURING

This project was originally jointly funded by the Department of Labor and the Office of Economic Opportunity in

1966, about a year before the enactment of the New Careers Amendments to the Economic Opportunity Act. Project staff worked with city hospitals and private medical centers to restructure the local delivery systems for health services while opening up new career opportunities in the health field to disadvantaged adults. Several new entry-level jobs in municipal clinics and hospitals were created (e.g., social health technician and psychiatric health technician), and the project also developed a training model for preparing disadvantaged adults for employment at these jobs.

The purposes of the second phase of contract work, begun in 1969, were to: (1) Conduct training for and institutionalize the new occupations in the health services community; (2) develop upgrading avenues for the new health technicians at local colleges and at the institutions where they were employed; and (3) test the transferability of the methods to other industry sectors.

The second phase had two components—the New Health Occupations Program (NHOP) and the Gateway Project. The NHOP went on to assess the impact of the program's various efforts to train and place disadvantaged adults in new health occupations, including blood bank technician. The Gateway Project concentrated on transfer to other industry sectors by combining immediate entry-level job placement for adult men in mechanical services industries (electric typewriter repair and industrial sewing machine repair) with after-hours skill training (without stipends) for higher level jobs in the same industries, with attempts to elicit employer support and eventual sponsorship for the program.

The NHOP staff designed a trainee selection procedure judged to enhance trainees' success in the program. Questionnaires, group testing sessions, group discussion, and individual interviews were part of the selection process. It was found that enrollees must have achieved a sixth-grade literacy level on the tests if they were to have a good chance of completing a 40-week health technician training program. Other NHOP findings were: (1) With the exception of short courses for nurse's aides, health service organizations do little on-the-job or in-service training; (2) new health technicians without high school diplomas may have had limited opportunities for advancement because there were no criteria based upon actual skills and knowledge required; and (3) operational and advisory committees were an important aid in solving the problems and achieving the goals of new careers training programs.

The Gateway Project staff found that the male enrollees expressed themselves better when gathered near the machines they were to learn about than in round-table group discussions, used successfully with the women in the NHOP.

Gateway enrollees generally preferred training in electric typewriter repair to sewing machine repair, with more of the Puerto Rican than black enrollees interested in the latter. Project staff speculated that men attached status to "business machine" (typewriter) repair work.

NEW CAREERS: MAKING POST-SECONDARY EDUCATION MORE ACCESSIBLE TO NEW CAREERISTS (A CONFERENCE REPORT)
1972

NTIS PB201723/AS

THE GATEWAY PROJECT: AN MFY OCCUPATIONAL ADVANCE PROGRAM IN HIGH SKILLS SHORTAGE INDUSTRIES

VOL. 1, FINAL REPORT
November 1972

Report Descriptors: HEALTH OCCUPATIONS; DISADVANTAGED; SERVICE INDUSTRIES; ASSESSMENT OF APPLICANTS AND TRAINEES; SEX DIFFERENCES; NEW YORK, NEW YORK; LITERATURE REVIEW

VOL. 2, VOCATIONAL TRAINING MANUAL
November 1972

Report Descriptors: REPAIR SERVICES; VOCATIONAL TRAINING; GATEWAY PROJECT; SKILLED WORKERS; LABOR SHORTAGES; HANDBOOKS

ESTABLISHING A CAREER: THE NEW SOCIAL HEALTH TECHNICIAN

Anita S. Vogel
January 1971

Report Descriptors: CAREER PATTERNS; INSTITUTIONAL CHANGE; LABOR SHORTAGES; HEALTH OCCUPATIONS; VOCATIONAL TRAINING; COUNSELING AND GUIDANCE

NTIS PB199118/AS
ETA MA/ORD FINDINGS NO. 11

NEW OCCUPATIONS DEMONSTRATION PROJECT: NEW HEALTH OCCUPATIONS PROJECT
1971

Report Descriptors: CAREER PATTERNS; HEALTH OCCUPATIONS; JOB RESTRUCTURING; VOCATIONAL EDUCATION; COUNSELING AND GUIDANCE

NTIS PB199082/AS

NEW HEALTH OCCUPATIONS PROGRAM: SELECTION PROCEDURE AND SCREENING INSTRUMENTS

Anita Vogel
December 1969

Report Descriptors: HEALTH OCCUPATIONS; RECRUITMENT; NEW HEALTH OCCUPATIONS PROGRAM; COUNSELING AND GUIDANCE

NTIS PB201174/AS

3-349 UTILIZATION AND REPLICATION OF MANPOWER RESEARCH AND DEVELOPMENT FINDINGS FROM PROJECTS WITH ATOMIC ENERGY COMMISSION

U.S. ATOMIC ENERGY COMMISSION
OAK RIDGE, TENN.

Wendell Russell

Grants 82-45-66-100, 82-45-69-09, 82-47-72-05, and 20-47-73-18
Project completed fiscal year 1975

Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; TRAINING PRACTICES; MONOGRAPHS

The objectives of the program were divided into several areas of special emphasis. The principal activity was to continue to explore the practicality of developing additional industry training programs elsewhere, based on the Training and Technology (TAT)-AEC-Union Carbide Corporation (GOCO) model at Oak Ridge. This involved use of an industrial facility for intensive training of unskilled persons in several significantly high-skill occupations with subsequent placement at high wages in local or neighboring communities. The TAT program had been developed as an experimental and demonstration project by the U.S. Department of Labor (DOL)-AEC since 1966. Efforts were being made to have TAT financed and conducted under decentralized employment and training programing. Other project activities were to: (1) Develop further the Regional Utilization Network (RUN); (2) continue work for linking high school students and industrial training; and (3) conduct other R&D studies.

A small flexible staff of knowledgeable employment and training specialists assessed the accumulated experiences of various employment and training programs operated at Oak Ridge under DOL-AEC sponsorship during the previous 7 years and met periodically with DOL staff to plan and guide the project's findings, studies, research activities, and utilization strategies. Use was made of the comprehensive resources of ongoing employment and training programs at Oak Ridge and other locations under the jurisdiction of AEC; other services and training needed were obtained from the participating universities and other sources available to the Oak Ridge Associated Universities.

TAT SATELLITE TRAINING PROJECT WITH THE NATIONAL ACCELERATOR LABORATORY, JANUARY 1970
1970

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING; TRAINING PRACTICES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

NTIS PB199513/AS

THE DEVELOPMENT OF HUMAN POTENTIAL: TRANSITION FROM EXPERIMENTAL TO REGULAR MDTA PROGRAM; WITH APPROPRIATE MODIFICATIONS AND INPROVEMENTS
1970

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING; TRAINING PRACTICES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

NTIS PB199513/AS

TRAINING AND TECHNOLOGY, 1970 ANNUAL REPORT

Wendell Russell
December 1970

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

NTIS PB200652/AS

TRAINING AND TECHNOLOGY, 1972 ANNUAL REPORT AND STATISTICAL SUPPLEMENT

Wendell Russell
1972

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; TRAINING PRACTICES; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

TRAINING AND TECHNOLOGY, POST-PLACEMENT FOLLOWUP

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; UPGRADING; DISADVANTAGED; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES

TRAINING AND TECHNOLOGY (AN EXPERIMENT IN USING RESOURCES OF MODERN INDUSTRY TO TRAIN FOR HIGH LEVEL TECHNICAL JOBS) PHASE I

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); HIGH-LEVEL JOBS

NTIS PB199518/AS

A MODEL FOR TRAINING THE DISADVANTAGED: TAT AT OAK RIDGE, TENNESSEE

Mary Davies
1973

Report Descriptors: UNDEREMPLOYMENT; TRAINING PRACTICES; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); MONOGRAPHS
ETA MANPOWER RESEARCH MONOGRAPH NO. 29

UPGRADING IN AN INDUSTRIAL SETTING—FINAL REPORT

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT)

NTIS PB230967/AS

UPGRADING: REPORT OF PHASE I, PART I: ANALYSIS OF UPGRADING PRACTICES IN AN INDUSTRIAL SETTING

Wendell Russell
1973

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; INDUSTRY PRACTICES

ANNUAL REPORT FOR CALENDAR YEAR 1973 OF MANPOWER RESEARCH AND DEVELOPMENT PERFORMED UNDER INTERAGENCY AGREEMENTS DOL A-20-47-73-18 AND DOL 82-47-72-05

Wendell Russell
February 1974

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING PRACTICES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

THE DEVELOPMENT AND DIFFUSION OF THE TRAINING AND TECHNOLOGY PROGRAM: A DECADE OF DEVELOPMENT OF MANPOWER TRAINING, 1965-1975

Gary H. deMik, Ronald O. Hietala, and Wendell Russell
January 1975

Report Descriptors: UNDEREMPLOYMENT; DISADVANTAGED; UPGRADING; JOB PLACEMENT; TRAINING AND TECHNOLOGY (TAT); TRAINING; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; TRAINING PRACTICES

NTIS PB241921/AS

3-350 Career Progression Systems in the Internal Labor Market

HUMANIC DESIGNS DIVISION, INFORMATION SCIENCE CORPORATION
MANHASSET, N.Y.

Samuel Marks

Contracts 82-34-67-10, 82-34-68-19, and 82-34-70-04
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL MOBILITY; UPGRADING; INTERNAL LABOR MARKETS; HIGH INTENSITY TRAINING; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

This project, and the various contractors with different names but common core staff, spanned the period from September 1966 through fiscal year 1975. Basically, the project consisted of three phases:

1. From September 1966 through February 1968, the project tested the High Intensity Training (HIT) method developed under an earlier grant from New York City in a number of organizations in New York City. As a part of this stage of development, the contractor conducted research on the readiness of workers to be trained for upgrading and on criteria for selecting industries that would participate in upgrading programs.

2. For the next 18 months, through July 1969, the project replicated the 1-city model in three cities (Baltimore, Cleveland, and Newark—contracts 82-22-68-40, 82-37-69-04, and 32-8-3027-000, respectively, which are described in separate items). During this phase of the project, the Skill Achievement Institute acted as systems manager, providing planning, technical support, and coordination, as well as overseeing operations and studying effects on workers and employers.

3. Building on the preceding phases of the project, the contractor began, in July 1969, to develop and test methods of

introducing and implementing programs for upgrading in industry. These activities included helping to develop a human resource laboratory within the American Telephone and Telegraph Co., as well as developing research instruments for this lab. The contractor also provided technical support for a Model Cities upgrading program in Columbus, Ohio, to train staff in marketing and design of upgrading programs. In addition, the contractor analyzed the long-term impact of HIT and furnished technical support for an advanced version of HIT, which was marketed by the organization that conducted the Cleveland project during phase 2.

The main activity in the final phase, however, was the developing and testing of multistep career progression systems for low-skilled workers within the National Restaurant Association (see 82-17-71-19), Chrysler Corporation, and Equal Employment Opportunity Commission.

A major product of this cumulative activity was the *Handbook for Upgrading Low-Skilled Workers*, which enumerated and described the procedures for designing and implementing an in-plant upgrading program. Other reports from this continuing project are listed below.

The progression opportunity area was a relatively new one; however, evidence was beginning to emerge that well-articulated progression opportunity approaches could be developed, encompassing the job structure, procedures governing movement within the structure, and qualifications required for entry into higher skilled jobs. These approaches could improve productivity and help solve problems of morale indicated by absenteeism, turnover, and quit rates. Concern of top management with EEO compliance appeared to be an added motivation.

Approaches for encouraging employers to commit their own resources for achieving planned upward mobility with little or no government intervention should be continued, along with a refinement of techniques to bring about equal employment opportunity for minority groups and women.

UPWARD MOBILITY FOR THE UNDEREMPLOYED WORKER (ISSUES AND PROBLEMS SERIES/ MANPOWER AND MOBILITY)

John Clarke
June 1971

Report Descriptors: UPGRADING; INTERNAL LABOR MARKETS; CAREER PATTERNS; EMPLOYER PLANNING; UNIONS

NTIS PB201148/AS
Also available from Humanic Designs Division, Information Science Corporation, 1615 Northern Boulevard, Manhasset, N.Y. 11030.

UPGRADING THE UNDEREMPLOYED IN THE WORK ENVIRONMENT

VOL.I. AN APPLIED MODEL FOR PROJECT MANAGEMENT
1971

Report Descriptors: UPGRADING; HIGH INTENSITY TRAINING; INTERNAL LABOR MARKETS; LOW-WAGE JOBS; OCCUPATIONAL MOBILITY; HUMAN RESOURCE DEVELOPMENT PROGRAMS
ETA

VOL. II. GUIDELINES FOR MARKETING AND SALES
1971
ETA

VOL. III. HIGH INTENSITY TRAINING METHODOLOGY; PART I, A HANDBOOK FOR IMPLEMENTATION; PART II, A FIELD REVIEW OF SELECTED PROGRAMS
1971
ETA

VOL. IV. AN ANALYSIS OF THE SHORT RANGE IMPACT OF HIGH INTENSITY TRAINING
1971
ETA

SUMMARY. A SUMMARY OF THE 4-VOLUME REPORT
1971
ETA

CAREER PROGRESSION SYSTEMS FOR A MULTI-PLANT MANUFACTURING CORPORATION-FINAL REPORT

Charles Brecher
August 1974

Report Descriptors: UPGRADING; INTERNAL LABOR MARKETS; EMPLOYER PLANNING; DISCRIMINATION

NTIS PB240772/AS

A HANDBOOK FOR UPGRADING LOW-SKILL WORKERS
1971

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; CAREER GOALS; MINORITIES; WOMEN; JOB STRUCTURE; TRANSFERABILITY OF SKILLS; CAREER PATTERNS; EMPLOYER PLANNING; CAREER CHOICE; DISCRIMINATION; INTERNAL LABOR MARKETS

NTIS PB199129/AS

FOLLOW-UP ANALYTIC STUDY OF A THREE-CITY UPGRADING PROGRAM
1969

Report Descriptors: OCCUPATIONAL MOBILITY; UPGRADING; CAREER GOALS; MINORITIES; WOMEN; JOB STRUCTURE; TRANSFERABILITY OF SKILLS; CAREER PATTERNS; EMPLOYER PLANNING; CAREER CHOICE; DISCRIMINATION; INTERNAL LABOR MARKETS

NTIS PB201149/AS

3-350A CAREER PROGRESSION SYSTEMS IN A MULTIPLANT MANUFACTURING CORPORATION

Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; EMPLOYER PLANNING; TRANSPORTATION EQUIPMENT INDUSTRY

Career progression systems were designed and tested jointly with a major automobile manufacturing firm in two pilot plants of the company, and methods were developed for transferring concepts and approaches to other plants.

An onsite team of labor analysts aided Chrysler Institute staff in collecting and analyzing data on in-plant movements of the work force, developed prototype first approximations of a career progression system for limited sections of each plant, reformed job task and requirements analyses, designed a career progression system, recommended operating procedures, and implemented and evaluated a pilot version.

Progression models could be designed, using the current approach, which found acceptance as theoretically valid systems. The central concept of this career progression system was to expand and make visible the options for movement of employees upward through sequences of jobs based on prior skill or knowledge irrespective of department or work area. However, there was a tendency to fragment the system by selecting what was least controversial from it. Training, counseling, and union seniority rules act as constraints.

One of the goals of the last phase of the project was to find ways of overcoming the constraints so that a rational and equitable system could be implemented and tested. This could be achieved only if top corporate and international union officials worked jointly with plant and local officials to change seniority clauses in the collective bargaining agreement and customary plant practice.

CAREER PROGRESSION SYSTEMS IN THE INTERNAL LABOR MARKET FOR A MULTI-PLANT MANUFACTURING CORPORATION

Leonard Smith
October 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; TRANSPORTATION EQUIPMENT INDUSTRY

NTIS PB239743/AS

3-350B CAREER PROGRESSION SYSTEMS IN THE FOOD SERVICE INDUSTRY

Descriptors: INTERNAL LABOR MARKET; JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; UPGRADING; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; EMPLOYER PLANNING; FOOD SERVICE INDUSTRY

The National Restaurant Association (NRA) was assisted in designing and implementing career progression systems in four segments of the food service industry, and in developing the capability to serve as a stimulator and technical guidance agent for bringing increased attention to internal mobility practices within the industry.

An onsite team of labor analysts instructed a cadre of NRA staff members in the concepts and methods of developing career progression systems. In concert with this staff, they designed generalized career progression models and attempted to apply these models in an institutional food service corporation, a commercial restaurant corporation, and a hotel corporation.

The logic of the designs, based on skill/knowledge relationships, was recognized by the food service managements. The lack of visible career paths was universally recognized as a major factor leading to the extraordinarily high rate of turnover and absenteeism in the industry. At the same time, adoption of more rational systems was perceived to be a long-term objective. Given the historic industry attitudes to their employees, the short term return of one-step upgrading and related training was apparently much more acceptable to management than a multistep career progression system.

National trade associations similar to the NRA, which represents primarily small establishments with no formal employment and training planning facilities or experience, should be encouraged to serve their members essentially as educators, demonstrating how to improve career opportunities. Their role should be that of technical education through such means as seminars, handbooks, and responding to members' queries.

CAREER PROGRESSION SYSTEMS IN THE FOOD SERVICE INDUSTRY

Leonard Smith and Caroline Pezzullo
August 1973

Report Descriptors: JOB STRUCTURE; CAREER CHOICE; TRANSFERABILITY OF SKILLS; EMPLOYER PLANNING; UPGRADING; OCCUPATIONAL MOBILITY; FOOD SERVICE INDUSTRY
ETA

3-350C MINORITY MOBILITY PROJECT

Descriptors: EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKETS; CAREER GOALS

The objective of this subproject was to work with a Government agency (Equal Employment Opportunity Commission) to expand its capacity to aid companies in providing voluntary compliance with upward mobility objectives.

In cooperation with EEOC, a staff team provided technical assistance to that agency's Office of Voluntary Programs to extract learnings about the relationship between upward mobility policies and practices and discrimination. Two manuals guiding voluntary programs officers and large private sector employers in the identification of systemic discrimination were designed and tested.

The meaning of and requirements for being in compliance with EEO laws were found to be broadly misunderstood by large private sector employers. Upward mobility was found to benefit from government pressure to achieve equal employment opportunity: the closer that employment procedures incorporated scientific methodologies, and the more job related the selection and placement criteria, the less discriminatory the system. Identifying the existing faults of current systems was a difficult task not only because of technical complexity but also because of reluctance to modify established procedures.

The development of technical resources in the area of equal employment opportunity and identification of systemic discrimination represented a proper and effective use of government funds. This was particularly true with the provision of expanded technical assistance by agencies whose main function was investigation for compliance.

MINORITY MOBILITY PROJECT: INTERIM REPORT

Oscar Ornati
October 1972

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKETS; INDUSTRY PRACTICES; WOMEN; MINORITIES; DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION
ETA

MINORITY MOBILITY PROJECT: FINAL REPORT

Oscar Ornati
September 1973

Report Descriptors: UPGRADING; OCCUPATIONAL MOBILITY; INTERNAL LABOR MARKETS; EMPLOYER PLANNING; MINORITIES; WOMEN; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; DISCRIMINATION
ETA

3-351 A TRAINEE UPGRADING PROJECT FOR NEWLY APPOINTED FEDERAL CIVIL SERVICE EMPLOYEES IN THE SAN FRANCISCO BAY AREA

SAN FRANCISCO UNIFIED SCHOOL DISTRICT
SAN FRANCISCO, CALIF.

Contract 82-05-67-46
Project completed fiscal year 1971

Descriptors: UPGRADING; CIVIL SERVICE SYSTEM; TESTING; TRAINING PRACTICES; INNER-CITY RESIDENTS; GOVERNMENT WORK

The San Francisco Post Office undertook a "hire first, qualify later" program at the suggestion of the President's Committee on Manpower, following the Hunter's Point riot of 1966. Five hundred persons were hired at neighborhood centers without regard to qualifications and were given temporary jobs for up to a year, during which time they could qualify for permanent jobs by passing the standard civil service examination.

The San Francisco Unified School District conducted a special training course to help these persons pass the exam. The course was conducted at or near the worksite before or after work hours for 2 hours a day, 5 days a week. More than half of the trainees passed the exam and became regular employees, and most of the remainder obtained other jobs with the assistance of the training.
1971

NTIS PB199507/AS

3-352 MUNICIPAL GOVERNMENT EFFORTS TO PROVIDE CAREER EMPLOYMENT OPPORTUNITIES FOR THE DISADVANTAGED

NATIONAL LEAGUE OF CITIES
WASHINGTON, D.C.

Floyd A. Decker, Andrew B. Horgan, III, and Lawrence A. Williams

Contract 41-8-001-09
Project completed fiscal year 1970

Descriptors: UPGRADING; STATE AND LOCAL GOVERNMENTS; NEW CAREERS PROGRAM; DISADVANTAGED; PROGRAM DESIGN

This study examined municipal programs in six cities (Dayton, Detroit, El Paso, New York, San Francisco, and Washington, D.C.) that provided opportunities to the disadvantaged for employment and training in the competitive municipal service. Interviews were conducted in 1968 with city officials, workers employed in the programs, and representatives of labor unions, minority groups, public and private poverty agencies, and businesses.

All the cities had federally sponsored programs (usually of the New Careers variety), but only New York had any substantial municipally initiated and funded projects. Only in Dayton and New York did the number of workers in the programs exceed 1 percent of total city employment. Hence, the programs could not meet the twin aims of significantly reducing municipal labor shortages and lessening unemployment among the disadvantaged. The researchers laid these shortcomings to inadequate funding and the restriction of the program by local sponsors (usually the Community Action Agency) to jobs in the "human service" fields which were listed illustratively in the Economic Opportunity Act. Not only were these jobs unattractive to black men, but many were not part of a career ladder because planning time was too short and job development was carried on by persons inexperienced in city government, according to the researchers.

Nevertheless, these programs did improve the content and delivery of municipal services where the workers were concentrated in one agency, as in New York, or where smaller numbers were assigned to single units within agencies, as in Detroit and San Francisco. The New Careerists freed the professional staff from many routine clerical and administrative duties and, at the same time, gave them time to provide more personalized assistance to clients.

Most supervisors and fellow workers expressed satisfaction with the attitude and performance of the New Careerists. The favorable impact of the programs on the enrollees themselves was evident from their expression of raised hopes, expectations, and ambitions and their high retention rates (turnover rates of less than 5 percent in San Francisco and 15 percent in New York, for example).

Noting that the programs rarely required much organizational restructuring or major changes in civil service provisions or administrative regulations, the researchers enunciated six basic principles for establishing an effective city career opportunity program for residents of deprived urban neighborhoods. Briefly, these were: (1) Developing political and executive leadership and support; (2) lodging responsibility for planning, job development, and administration in a municipal agency experienced in personnel administration; (3) drawing in other agencies (e.g., schools and the employment service) to participate in planning and job development; (4) examining all municipal agencies as sources of career opportunities; (5) putting the entry-level jobs under the civil service and realistically linking them to a career ladder; and (6) completing planning and development before beginning operations.

Many of these principles guided the design of the new Public Service Careers program by a task force to which the principal investigator served as consultant.

NTIS PB189912/AS
ETA
Manpower, May 1970, "City Jobs: Rich Potential for the Poor", pp.12-15.

3-353 THE FRONTIER OF ACTION: NEW CAREERS FOR THE POOR—A VIABLE CONCEPT

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

R. Frank Falk

Contract 41-8-003-25
Project completed fiscal year 1970

Descriptors: NEW CAREERS PROGRAM; JOB SATISFACTION; ATTITUDES; MINNESOTA, MINNEAPOLIS

Information obtained from enrollees at the time they entered the New Careers program in Minneapolis, which was funded in August 1967, showed that enrollees were predominantly women, had an average age of about 30, and slightly more than half were from minority groups. Three-fifths had graduated from high school and one-fifth had some college training. Before they became New Careerists, about one-third were on welfare, but nearly half were self-supporting, usually having worked in low-status jobs for about the same or more pay as they received in the program.

This study investigated enrollees' personal and social-psychological characteristics (including work satisfaction, self-concept and self-regard, and educational ability, desires, and satisfaction). It also examined work assignments and performance in the educational part of the program. Data were collected by questionnaires from all 281 enrollees in the 2-year program and over 200 were interviewed. Extensive efforts were made to follow up on the 105 program dropouts.

The data revealed some significant improvements in the self-concept of enrollees, maintenance of their fairly high aspirations for mobility, and a slight trend toward professionalization of enrollees. None of these measures distinguished dropouts from those who remained in the program.

Recommendations for improving outcomes included training of supervisors in the development of tasks for New Careerists. *1970*

NTIS PB191291/AS

3-354 THE SYRACUSE UPGRADING PROJECT

NEW YORK STATE DEPARTMENT OF LABOR
ALBANY, NEW YORK

Contract 82-34-68-07
Project completed fiscal year 1971

Descriptors: UPGRADING; METALWORKING INDUSTRY; PUBLIC EMPLOYMENT SERVICE; LOW-LEVEL OCCUPATIONS

In this project, an employment service, assisted by a university research team, sought to develop upgrading training for lower level workers to fill shortage occupations, primarily in the metalworking industries. As the project developed, upgrading training was expanded to other occupations.

Scores of employers were interested in the experiment, trade associations helped, and unions gave friendly approval, so the project survived both layoffs and strikes during its operation. Most of the training was taken on the trainees' own time, usually in community training facilities, but sometimes in the plant. Training did not result in automatic upgrading, but enabled the employees to bid for better opportunities as they opened.
1971

NTIS PB201159/AS

3-355 SKILL UPGRADING IN BALTIMORE

SKILL UPGRADING, INC.
BALTIMORE, MD.

Contracts 82-22-68-40 and 82-22-68-45
Project completed fiscal year 1970

Descriptors: UPGRADING; HIGH INTENSITY TRAINING; INTERNAL LABOR MARKETS; LOW-WAGE JOBS; MARYLAND, BALTIMORE

This report summarizes the operations of a high intensity training (HIT) program for upgrading in Baltimore, under the auspices of a private organization developed to deliver this service to employers. The program was similar to ones conducted in Newark, N.J. (see 32-8-3027-000) and Cleveland, Ohio (82-37-69-04), established and supervised under a contract with the Skill Achievement Institute (contract 82-34-68-19). In

each case, the program involved the upgrading of low-skill, low-wage workers in a plant setting, with small jumps in job classification and pay guaranteed in a short-term training course.

In the Baltimore project, the 17 organizations that participated included hospitals, public schools, a meat processing concern, manufacturers of boxes, shoes, rubber, and silver, a bakery, a dairy products concern, and a retail establishment.

A followup study of 99 of the 214 workers who completed the training program showed that over three-fourths received jobs for which they were trained and wage increases that averaged 21 cents an hour.

1970

NTIS PB200290/AS

3-356 A Study of Career Ladders and Manpower Development for Non-Management Personnel in the Food Service Industry

CORNELL UNIVERSITY
NEW YORK, N.Y.

Paul L. Gaurnier and William Fisher

Contract 41-9-003-34
Project completed fiscal year 1970

Descriptors: UPGRADING; FOOD SERVICE INDUSTRY; LOW-LEVEL OCCUPATIONS

This study aimed to develop a plan by which the food service industry could reduce turnover and improve career opportunities for nonmanagement personnel (such as dishwashers and kitchen helpers).

Case studies were developed for 18 organizations (restaurant chains, fast-food organizations, hotel and motel corporations, industrial feeding firms, airline food service units, and cafeteria chains) in 14 major cities. Personnel directors and training staff were interviewed on existing training programs, personnel requirements (educational, physical, and skill), recruitment policies and procedures, promotional opportunities, turnover rates, and employee compensation. Over 300 employees gave information to interviewers on their personal characteristics, education, employment history, and experiences with and views on their present job—including training, working conditions, job satisfaction, and promotional opportunities. Over 100 former employees of the 18 organizations were contacted to determine their reasons for leaving.

Workers could easily enter and easily leave the food service industry, the researchers found. For nonmanagement personnel, they identified no educational or physical requisites, and entry-level positions required no skill or experience if the company had an effective training program. Labor turnover rates were alarmingly high, especially in the dishwasher and service function area and during the first 3 months of employment. These findings, the researchers concluded, reflected the workers' generally poor image of the industry—relatively low wages, minimal fringe benefits, lack of clearly defined career potential, poor—if any—job training, the absence of uniform standards, and, in some instances, "deplorable physical working conditions."

The psychological work environment (employee expectations and relationships with supervisors and peers) was judged to be at least as important as physical working conditions for nonmanagement personnel. Job satisfaction, employee motivation, and efficiency could be promoted through human relations training and development founded on respect for human dignity.

The researchers presented an illustrative model of a career-ladder system for a large food service firm. This model identified four departmental progression systems—support, production, control, and service—and demonstrated the interrelationships that can exist among different departments. For example, an employee hired as a busboy may cross-train in the production area starting as a vegetable preparation man, or may become interested in the control area and cross-train as a food runner or receiving clerk.

In a subsequent project (82-17-71-19), the National Restaurant Association undertook further development of career ladders in the industry.

1970

NTIS PB193299/AS

Career Ladders in the Food Service Industry, National Restaurant Association, 1530 Lake Shore Dr., Chicago, Ill. 60610, January 1971 (Summary)

3-357 Advanced High Intensity Training (AHIT)

OFFICE OF THE MAYOR, CITY OF CLEVELAND
CLEVELAND, OHIO

Theodore D. Small

Contracts 82-37-69-04 and 82-37-70-32
Project completed fiscal year 1972

Descriptors: UPGRADING; ADVANCED HIGH INTENSITY TRAINING; HIGH INTENSITY TRAINING; INTERNAL LABOR MARKETS; LOW-WAGE JOBS; LOW-WAGE INDUSTRIES; OHIO, CLEVELAND

From July 1970 through October 1971, Skill Upgrading in Cleveland, under the sponsorship of the Office of the Mayor, conducted the Advanced High Intensity Training (AHIT) project which provided in-depth interventions with client companies to upgrade underemployed workers. The project built upon earlier experience with High Intensity Training (HIT), a brief in-plant training for one-step upgrading of entry level workers—one of three such projects managed and coordinated by the Skill Achievement Institute (see 82-34-68-19). In contrast, AHIT was to determine whether and how a steeper upgrading to fill skilled and supervisory positions might be accomplished.

The AHIT process included these core elements: Client contact, analysis of workforce problems and training needs, program design, curriculum development, trainee selection, and training.

The report shows that the project did not achieve the planned-for results. The major conclusions were: Federally-funded upgrading projects could have a beneficial impact on the working conditions and efforts for employee upgrading in the private sector. But most companies were unable or unwilling to use the services of an outside change agent that proposed to intervene in the company's internal functioning. Furthermore, the relatively few firms which comprised the upgrading market could accommodate only a degree of organizational change, modest pay increases, and small increments in responsibility for the employees who participated in upgrade training. The report also outlines in some detail the necessary ingredients of a successful upgrading project.

For an evaluation of this project, see 82-37-70-32.

ADVANCED HIGH INTENSITY TRAINING (AHIT)—FINAL REPORT

Thomas Cutolo
February 1971
ETA

SUIC: IMPROVING OPPORTUNITIES THROUGH IN-PLANT TRAINING
1972

NTIS PB199515/AS

3-358 Demonstration Project to Develop and Test Alternative Qualifications and Credentials for Upgrading Paraprofessionals in Human Service Occupations

NATIONAL COMMITTEE ON EMPLOYMENT OF YOUTH (NCEY)
NEW YORK, N.Y.

Seymour Lesh

Contracts 92-34-69-08 and 82-34-70-29
Project completed fiscal year 1976

Descriptors: PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; CREDENTIALING; UPGRADING; CHILD DAY CARE; VOCATIONAL TRAINING

With the assistance of employers, educational institutions, appropriate unions, and professional societies, this project developed and tested innovative models of upward mobility for paraprofessionals in four human service occupations (addiction services specialist, occupational therapist, child development worker, and early childhood teacher). The project developed changes in qualifications and accreditation processes alternative to the ones required by most employers and educational institutions. During phases I and II, the project developed funding support from NIMH, NIH, and New York City and State agencies.

Key features of the models included the following: (1) Credentials were based on a thorough analysis of job-relevant knowledge and skills; (2) the employer fully collaborated with an academic institution to determine training and curriculum content; and (3) academic credit was given for past work experience, on-the-job training, and critical life experience.

CAREER MOBILITY FOR PARAPROFESSIONALS IN HUMAN SERVICE AGENCIES

1972

NTIS PB199497/AS
ETA MDTA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 8

UPGRADING AND CREDENTIALING PARAPROFESSIONALS: DEVELOPING NEW MODELS IN HUMAN SERVICE OCCUPATIONS

FINAL REPORT FOR PHASE I: SEPTEMBER 1970—MAY 1972

1973

Report Descriptors: UPGRADING; CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB241938/AS

APPENDIXES FOR FINAL REPORT FOR PHASE I: SEPT. 1970—MAY 1972

Anita S. Vogel
1973

NTIS PB241939/AS

DEMONSTRATION PROJECT ON DEVELOPING ALTERNATIVE QUALIFICATIONS AND CREDENTIALS FOR PARAPROFESSIONALS, FINAL REPORT: PHASE II (DECEMBER 1973)

Seymour Lesh and staff
May 1974

Report Descriptors: PARAPROFESSIONALS; CREDENTIALING; UPGRADING; VOCATIONAL TRAINING; HUMAN SERVICE OCCUPATIONS

NTIS PB247681/AS

A CRITICAL ANALYSIS OF A NEW MODEL FOR OCCUPATIONAL THERAPY EDUCATION: ITS APPLICABILITY FOR OTHER OCCUPATIONS AND SYSTEMS; REPORT OF A SYMPOSIUM CONDUCTED BY THE CONSORTIUM FOR OCCUPATIONAL THERAPY EDUCATION, APRIL 16, 1974, ORANGEBURG, N.Y.

April 1974

Report Descriptors: CREDENTIALING; PARAPROFESSIONALS; HUMAN SERVICE OCCUPATIONS; VOCATIONAL TRAINING

NTIS PB238999/AS

DEVELOPING NEW MODELS FOR PARAPROFESSIONAL HUMAN SERVICE OCCUPATIONS

Seymour Lesh, Barbara Gill Williams, and Jack Dunn
December 1976

Report Descriptors: EDUCATION; EMPLOYMENT; UPGRADING; PERSONNEL DEVELOPMENT; PARAPROFESSIONALS; CREDENTIALS; ACCREDITATION

NTIS PB267238/AS

3-359 HUMAN SERVICES MANPOWER CAREER CENTER

ILLINOIS BUREAU OF EMPLOYMENT SECURITY CHICAGO, ILL.

Myrna Bordelon Kassel

Contracts 92-15-69-22 and 82-15-70-22
Project completed fiscal year 1974

Descriptors: HUMAN SERVICE AGENCIES; JOB ANALYSIS; HUMAN RESOURCE DEVELOPMENT POLICY; HUMAN SERVICE OCCUPATIONS; UPGRADING; JOB STRUCTURE; SERVICE DELIVERY SYSTEMS; ILLINOIS, CHICAGO

The Human Services Manpower Career Center was established in July 1969 within the Illinois Bureau of Employment Security to explore the possible roles for a State employment service agency in stimulating and supporting the recruitment, training, and utilization of personnel for human services occupations. The center was to focus its efforts on the Chicago metropolitan area.

The center has produced a series of monographs on Manpower for the Human Services: (1) An Overview of the Work Progress Report—the origin, objectives, and staff of the center during its first 2 years of operation, and an overview of the monograph series; (2) Career Systems in State Human Services Agencies—guidelines for developing and implementing a career-ladder system, based on the center's work in Illinois human services agencies (mental health, child care, and corrections); (3) A Core Curriculum for Entry and Middle-Level Workers in Human Services Agencies—primarily for use in a community college—covering the general area of human services occupations, specific work fields such as mental health and child development, and actual jobs a worker is expected to perform in a particular setting; (4) Community Organizations for Allied Health Manpower—a developmental model for organizing a working coalition of concerned community groups to attack the major problems in allied health occupation planning and development, guidelines for a physician's assistant program, and 25 barriers (and how to overcome them) to effective recruitment, training, and utilization of allied health personnel; (5) Neighborhood-Based Child Care Services for the Inner City—a model for providing comprehensive child-care services to disadvantaged inner-city families, and a staffing plan with job descriptions; and (6) Human Services Generalist Classification Series—a simplified generalist classification series for human services workers that includes position characteristics, illustrative tasks, and worker training sets.

REPORT 1: THE FIRST YEAR, DECEMBER 1970

Myrna Bordelon Kassel
February 1971

NTIS PB199120/AS

MONOGRAPH ONE: AN OVERVIEW OF THE WORK PROGRESS REPORT

June 1971

NTIS PB209004/AS

MONOGRAPH TWO: CAREER SYSTEMS IN STATE HUMAN SERVICES AGENCIES

June 1971

NTIS PB209205/AS

MONOGRAPH THREE: A CORE CURRICULUM FOR ENTRY AND MIDDLE LEVEL WORKERS IN HUMAN SERVICES AGENCIES

Myrna Bordelon Kassel
June 1971

NTIS PB209206/AS

MONOGRAPH FOUR: COMMUNITY ORGANIZATIONS FOR ALLIED HEALTH MANPOWER
June 1971

NTIS PB209207/AS

MONOGRAPH FIVE: NEIGHBORHOOD-BASED CHILD CARE SERVICES FOR THE INNER CITY
June 1971

NTIS PB209208/AS

HUMAN SERVICES GENERALIST CLASSIFICATION SERIES

Myrna Bordelon Kassel and Thomas W. Marsh
January 1973

NTIS PB218728/AS

3-360 Development of Guides for a New Model New Careers Program

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Rodney R. Reilly

Grant 92-22-69-24
Project completed fiscal year 1972

Descriptors: NEW CAREERS PROGRAM; HEALTH OCCUPATIONS; DISADVANTAGED; INSTRUCTIONAL MATERIALS; RETARDED

The objective of this project was to provide and describe, for possible replication, clinical training for "life manager"—a new paraprofessional trained in several disciplines to help mental retardates manage their lives. The project's graduates were recruited from disadvantaged persons through the New Careers program.

The project encompassed academic work as well as clinical training. It provided 1 year of clinical training (with a trainer/trainee ratio of about 1:1) and 1 year of study at a community college leading to an Associate of Arts degree, alternating semesters of training and study, to prepare students for work with young children in the "trainable and below" range of I.Q. (that is, 49 and lower).

Training included eight areas, with 5 weeks for each, in such subjects as child development, physical therapy, and special education. A manual for trainers and trainees describes the position of life manager; outlines the orientation course, the clinical curriculum, scheduling, "ground rules" for trainees, further education and positions for trainees' progress; and gives the forms used for evaluating the training. A companion document provides additional information for persons who wish to develop similar programs.

A TRAINER-TRAINEE MANUAL FOR THE LIFE MANAGER TRAINING PROGRAM
1972
ETA

THE PROGRAM HANDBOOK FOR THE LIFE MANAGER TRAINING PROGRAM
1972
ETA

3-361 Educational Advancement and Manpower Development for Wage Earners

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.
AND
NEW JERSEY DEPARTMENT OF LABOR AND INDUSTRY
TRENTON, N.J.

Contract 82-32-69-33
Project completed fiscal year 1972

Descriptors: LABOR-MANAGEMENT CONSORTIA; VOCATIONAL GUIDANCE; UNION PRACTICES; WORKER PARTICIPATION IN EMPLOYMENT AND TRAINING PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; OCCUPATIONAL TRAINING; COUNSELING AND GUIDANCE; NEW JERSEY, MIDDLESEX COUNTY

In this project the New Jersey Department of Labor and Industry, with assistance from the Labor Education Center of Rutgers University, explored ways of advising and encouraging wage earners to use community resources for education and training, with a special emphasis on advancement into better jobs.

With management and union cooperation, 11 plants in Middlesex County, N.J., were selected for participation. Material was distributed to workers in these companies to determine the extent and nature of their interest in a variety of courses. A training program was designed to prepare a selected group of workers to counsel their peers; the 1-week program dealt with recruitment, counseling on personal and vocational matters, enrollment, followup, and recordkeeping. A total of 618 workers were enrolled in 55 different courses; 152 completed their courses, and 156 were still enrolled as this project was completed.

The job advancement of participating workers appeared to be little affected by this continuing education. However, it was found that personal satisfaction and future possibilities prompted many workers to seek more education without additional stipends or promises of job promotions.

The report discusses: Ways in which the working cooperation of union and management was sought and maintained; involvement of the educational community in determining the availability of educational resources and adapting them to suit the needs of workers; new approaches to counseling and guiding workers, particularly minority groups; and the impact of the project on the various groups and institutions involved.

NTIS PB205851/AS

3-362 ALPHA: A Case Study in Upgrading

NEW CAREERS SYSTEMS INSTITUTE
NEW BRUNSWICK, N.J.

Leonard P. R. Granick

Contract 82-34-69-41
Project completed fiscal year 1974

Descriptors: UPGRADING; EMPLOYER PLANNING; JOB RESTRUCTURING; INTERNAL LABOR MARKET; OCCUPATIONAL STRUCTURE; MANUFACTURING; SUPERVISION; SUPPORTIVE SERVICES; BASIC EDUCATION; OCCUPATIONAL TRAINING; INDUSTRY PRACTICES

This project developed, implemented, and assessed new methods of adapting jobs and job progression systems in industry to facilitate the promotion of employees whose opportunities for upward mobility would otherwise be limited. The new models were also assessed in terms of their potential to increase employers' effectiveness in managing internal labor market problems.

During the initial phase, an upgrading program was designed and installed in a small company manufacturing plastic print

materials. NCSI did a job-task analysis and developed a diagonal/vertical career ladder system tied to on-the-job skills training, off-the-job basic education (including courses for the high school equivalency certificate), and other supportive services.

In subsequent phases, NCSI worked with four large manufacturing companies which differed from each other and from the phase I company in type of production and organization of work, but had similar work sites characterized by comparatively flat occupational structures.

During phase II, NCSI explored a variety of upgrading issues with each of these companies. It prescribed individual work plans based on feasibility studies conducted within specified plants or divisions, and with the company's approval, began to prepare materials for employee skills training and supervisory training, job restructuring, and the development of new ladders.

During the final months of work, NCSI attempted implementation of the basic upgrade models developed during phase II. It also undertook an assessment of the impact of these efforts on employee performance, turnover, and other indicators.

In phase I it was found that: (1) A majority of employees preferred additional skills training to additional basic education, even when a combination of the two was offered as an alternative; (2) both employer and employees appeared more receptive to the notion of upgrading programs when such programs were designed for and open to all employees (not just newly hired or entry level); and (3) because of costs and lack of skilled training personnel, a small company was unlikely to support a formalized upgrading system.

Subsequent phases found that: (1) Contrary to popular belief, a considerable range of upgrading models could be developed for flat occupational structures in manufacturing; (2) education beyond basic literacy played an infrequent role in preparing blue-collar workers for either employment or upgrading, and there was insufficient evidence that Federal support in broad educational activities would materially enhance blue-collar mobility; and (3) there was no evidence that "local" success at a plant site was transmitted up the command chain to the corporate level, or that the corporate level sent down encouragement or mandates to continue with upgrading efforts, unless there were EEO pressures.

Leonard P. R. Granick, Lee E. Jacobson, and Robert B. Greaux
1973

NTIS PB220624/AS

3-363 Training Incentive Payments Program (TIPP)

INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Sumner M. Rosen

Contract 82-34-69-44
Project completed fiscal year 1975

Descriptors: UPGRADING; INTERNAL LABOR MARKETS; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW-WAGE JOBS

This project explored the feasibility of incentive payments and other systems that might persuade employers to increase the upward mobility in the firm of their low-income workers. It also explored and tested methods of improving employers' effectiveness in upgrading the skills and earnings of low-income workers. It developed and tested an accounting-based system for measuring costs and benefits of upgrading and reporting these to top management, reflecting the conviction that management nearly always knows the costs, but rarely the benefits.

In the pilot phase of the project, only 19 small firms were persuaded to participate by the offer of payments which depended on higher earnings for their employees. Other employers who were approached regarded low-skilled workers as too great a risk to warrant their investment, dealt with labor problems from a short-run perspective, or regarded the project's activities as a program for minorities.

In the second phase of the project, assistance was given to a large toy manufacturer, a supermarket chain, a bank, and a university (specifically for upgrading plumbers in a blue-collar and service unit of 3,700 employees). In this phase, project personnel assisted employers by analyzing their needs, proposing methods and mechanisms for upgrading, and helped them to institute the proposed methods. After analyzing the actual experience of low-income workers, project personnel also laid out specific routes to promotion for the employer's business.

Many employers were willing to endorse the program, but only a few were ready to participate. Money was seldom a sufficient incentive to participate in upgrading activities.

TIPP FIRST YEAR'S OPERATIONS (MARCH 1970 TO MAY 1971)

Sumner M. Rosen
June 1971

Report Descriptors: UPGRADING; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME

NTIS PB201160/AS

FIRST ANNUAL REPORT

Sumner M. Rosen
October 1970

Report Descriptors: UPGRADING; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME

UPGRADING LOW INCOME WORKERS—COSTS AND BENEFITS, A PROTOTYPE INFORMATION SYSTEM

Michael O. Alexander, Touche Ross and Co.
May 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKETS; TRAINING INCENTIVES; COST EFFECTIVENESS; LOW INCOME

NTIS PB236437/AS

UPWARD MOBILITY OF LOW INCOME WORKERS

Edward Steinberg
July 1973

Report Descriptors: UPGRADING; LABOR FORCE BEHAVIOR; LOW INCOME

NTIS PB236192/AS

TRAINING INCENTIVE PAYMENTS PROGRAM: A REPORT

Sumner M. Rosen
June 1973

Report Descriptors: UPGRADING; INTERNAL LABOR MARKETS; INCENTIVES; TRAINING INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB232302/AS

TRAINING INCENTIVES PAYMENTS PROGRAM (TIPP), FINAL REPORT TO THE U.S. DEPARTMENT OF LABOR, JUNE 30, 1975

Sumner M. Rosen
June 1975

Report Descriptors: UPGRADING; INTERNAL LABOR MARKETS; INCENTIVES; TRAINING INCENTIVE PAYMENTS PROGRAM; LOW INCOME; COST EFFECTIVENESS; LABOR FORCE BEHAVIOR

NTIS PB252252/AS
Also available from Institute of Public Administration, 55 West 44th Street, New York, N.Y. 10036.

3-364 Upgrading the Workforce: Problems and Possibilities

E.F. SHELLEY AND COMPANY, INC.
NEW YORK, N.Y.

Contract 82-34-70-26
Project completed fiscal year 1971

Descriptors: UPGRADING; LOW-LEVEL OCCUPATIONS; EMPLOYER ATTITUDES; STATE-OF-THE-ART PAPERS; EMPLOYMENT AND TRAINING PROGRAM REFORM

Picking up in where they left off from a Ford Foundation study, "Climbing the Job Ladder," the Shelley Company studied a mix of 20 programs (in projects or companies) which involved upgrading. The aim was not to develop a "how-to guide for program implementation but rather to fertilize the thinking of decisionmakers about the problems and possibilities in providing greater opportunities for nonsupervisory workers."

The Shelley staff interviewed 172 management level people in various parts of the country in programs which utilized various techniques for upgrading—some quite innovative. Their principal findings were: (1) There was no single upgrading technique or model for all companies; (2) management was unwilling to consider major changes unless faced with some business crisis or pressures brought on by skill shortages, Equal Employment Opportunity Commission compliance actions, or threat of loss of Government contract; (3) line managers, foremen, and workers were demanding more participation in the decisionmaking process and seeking knowledge of their role in the process and (4) the longest lasting upgrading efforts were those which strive for a total work environment of openness and opportunity.

The conviction that the personnel already in use were economically viable inhibited management from undertaking changes that would improve the upward mobility of nonsupervisory personnel, the study notes. Further, the most successful and lasting upgrading programs were not one-step upgrading projects but those working toward an atmosphere of genuine management interest in the workers. Workers seldom articulated career aspirations or desire for job upgrading, but with improved two-way communications, submerged aspirations came to the surface. The most successful programs were those which moved the trainee into already established promotion-ladder careers and those which helped management communicate its broad interest in the needs of all employees.

The report's principal recommendation was aimed at the Federal Government: the Department of Labor should establish an office dealing exclusively with employee upgrading to coordinate all Department programs, and this unit should develop solid lines of communication with other Government agencies that conduct upgrade programs. Sample program profiles for each program studied were included.
1971

NTIS PB199153/AS

3-365 Career Opportunities Development Program

CALIFORNIA STATE PERSONNEL BOARD
SACRAMENTO, CALIF.

Richard A. Bernheimer

Contract 82-05-70-28
Project completed fiscal year 1974

Descriptors: UPGRADING; CIVIL SERVICE SYSTEM; CAREER OPPORTUNITIES DEVELOPMENT PROGRAM; WELFARE RECIPIENTS; CALIFORNIA STATE PERSONNEL BOARD; GOVERNMENT WORK

The project explored the feasibility of modifying Statewide personnel management practices and employment systems of the California State government as a means of creating new permanent occupation patterns, organizational structures, and personnel processes required to enhance entry level employment and job progression opportunities for disadvantaged worker groups in California State government work. A further aim of the project was to assess the potential for having personnel reforms achieved by the California State government adopted by city and county governments in California as well as by State and local governments outside of California.

The project was integrated with a Public Service Career program conducted by the California State Personnel Board to provide flexibility and augmentation required by a learn-by-doing project in which progress was achieved through a demonstration of trial and error processing. Within line operating departments of the State, departmental Career Opportunities Development (COD) consultation with the central office caused modification of the department's personnel practices and policies and restructured position classifications and career ladders to increase their capacity to hire disadvantaged persons and meet their EEO responsibilities.

The project was successful in providing increased employment opportunities for persons who would not otherwise have been hired in State government. The program was able to establish a job structure through which disadvantaged and minority employees could advance into regular entry and journeyman jobs. However, educational and examination requirements for promotion made advancement difficult. The departmental COD coordinator was a key figure in the success of the program and was necessary to provide the continuous monitoring of the use of COD procedures and methods and thereby assure COD employees' transition to permanent appointment.

Project findings had applicability to State and Federal personnel procurement programs and assisted them in achieving EEO and affirmative action program goals.

CAREER OPPORTUNITIES DEVELOPMENT PROGRAM REPORT
September 1973

Report Descriptors: CIVIL SERVICE SYSTEM; STATE AND LOCAL GOVERNMENTS; PUBLIC SERVICE CAREERS; UPGRADING; CAREER OPPORTUNITIES DEVELOPMENT PROGRAM; WELFARE RECIPIENTS; DISADVANTAGED; CALIFORNIA STATE PERSONNEL BOARD

CAREER OPPORTUNITIES DEVELOPMENT PROGRAM OF THE STATE OF CALIFORNIA STATE PERSONNEL BOARD
January 1974

Report Descriptors: UPGRADING; CIVIL SERVICE SYSTEM; GOVERNMENT WORK; PUBLIC SERVICE CAREERS; CAREER OPPORTUNITIES DEVELOPMENT PROGRAM; WELFARE RECIPIENTS

NTIS PB241978/AS

3-366 Job Advancement Training Program: Training the Worker During Periods of Layoff

UNITED STATES RESEARCH AND DEVELOPMENT CORPORATION
NEW YORK, N.Y.

William T. McGrath

Contract 82-34-70-31
Project completed fiscal year 1974

Descriptors: UPGRADING; LAYOFFS; BASIC EDUCATION; TRAINING INCENTIVES; TRAINING PRACTICES; EMPLOYABILITY DEVELOPMENT

This project, through its first two phases, sought to determine whether and how constructive use could be made of cyclical and/or seasonal layoff time through training which led to increased performance and employability of workers and the general improvement of work force capability. In its third phase the project focused on a highly seasonal industry, canning, to determine the utility of training during layoff for seniority-eligible workers employed under a collective bargaining agreement who had been passed over for better jobs or for longer periods of employment because they were found unqualified.

Phases I and II explored the feasibility of building a community-wide system for developing general employer and community acceptance of using layoff time for indirectly related job improvement. Phase III sought similar information on an in-

dustry-occupation basis, with a closer relationship between training and job gain.

Phases I and II offered a community training center providing other-than-skills training, support services, and placement assistance (where appropriate) to recently laid off unskilled and semiskilled workers. Phase III, through a network of classes in local labor union halls, offered adult basic education, instruction in English as a second language and counseling on job behavior and on worker rights under the labor-management contract.

Phases I and II established that the primary target group—those with considerable labor force attachment—did not perceive the program as offering sufficient benefits to justify enrolling, nor did employers of such workers generally encourage participation. The program attracted instead workers of slight labor force attachment who were in fact not laid off but unemployed or out of the labor force. In essence phases I and II demonstrated that, insofar as the test site was typical, generalized training during layoff without a direct job payoff had little or no appeal for primary labor force members who perceived other factors, perhaps including seniority, as determining their working futures. Further, employers saw the encouragement of layoff time training as a kind of implied commitment of economic reward which they were not then willing to make. They also distinguished workers in whom they saw an economic stake from those of little concern to them because of their transient character. (For other Job Advancement Training projects, see Grants 21-06-74-05, 21-06-74-06, and 20-06-74-12.)

AN EXPERIMENT IN USING LAY-OFF TIME FOR IMPROVING WORKERS' ADVANCEMENT POTENTIAL
October 1972

NTIS PB217105/AS
ERIC ED 075605.

THE FIRST YEAR: TRAINING THE LAID OFF WORKER
December 1971

NTIS PB210789/AS

AN INDUSTRY-SPECIFIC APPROACH TO LAYOFF TIME TRAINING, THE JOB ADVANCEMENT TRAINING PROGRAM
1974

NTIS PB257221/AS

3-367 Upward Mobility Through Job Restructuring

U.S. CIVIL SERVICE COMMISSION
WASHINGTON, D.C.

David Futransky

Contract 82-09-70-34
Project completed fiscal year 1972

Descriptors: UPGRADING; JOB RESTRUCTURING; JOB DEVELOPMENT; CIVIL SERVICE SYSTEM; FEDERAL GOVERNMENT

The project grew out of the concern about the limited opportunity for advancement for many Federal employees. The lack of promotional opportunity was rooted in part in the limited education and training of many lower grade employees. It also reflected the fact that many jobs in the low intermediate levels were not structured so that experience at one level provided the learning experiences needed to perform the duties at higher levels.

Moreover, since minority groups and the disadvantaged constituted an increasing percentage of the employees in dead-end jobs, the Government's policy of equal employment opportunity was less effective than it could and should have been.

The contractor worked with three Federal agencies to restructure jobs in selected occupational fields and make necessary changes in training, selection, and other employment practices in order to: (1) Enable employees in lower grades to progress to higher grades not customarily filled by promotion from the lower levels; and (2) provide guidelines for the Federal Civil Service generally as to the feasibility, desirability, and methods of facilitating such upward mobility.

The project demonstrated that it was feasible (though not easy) to use job restructuring to facilitate upward mobility. Success required coordination of all elements of the personnel program in a way not heretofore normally accomplished, plus the strong support of management. The contractor developed guides and models for others to follow, as well as a course in the techniques.

While job restructuring could contribute to achieving upward mobility, there was a need for a thorough exploration of the specific role that individual counseling and career guidance could play in the Federal service. The programs which were introduced were directed at high-potential employees who, because of the way work was organized, were unable to move to higher skill jobs. There were many employees locked in low-level jobs who needed more than an opportunity to move. They needed positive assistance. The wide range of programs being tried out provided a laboratory for testing a variety of hypotheses about the best means for employees to seek and to achieve their highest potential and productivity.

The products of the project are in two parts. One presents examples of the program elements needed to approach upward mobility through work and training ("Upward Mobility Through Job Restructuring.") The other part is a package of training materials for a 3- to 4-day course which is intended to provide participants with practical means for developing entry level positions and for building career opportunities into their personnel systems through the application of job restructuring ("Task Analysis and Job Restructuring"). It contains modules on: (1) Job and Task Analysis; (2) Job Design; (3) Job Element Approach to Qualification Requirements; (4) Training Plans; and (5) Training Agreements with Civil Service Commission. The training guide was designed for training Federal managers in job restructuring and upward mobility, but it had been adapted for use in a nationwide training program for local and State government personnel under the Public Employment Program. Training was provided through about 20 courses in areas throughout the country.

VOL. 1, BUILDING CAREER PROGRAMS IN THE FEDERAL SERVICE WITH MATERIAL DEVELOPED BY THE APPLICATION OF JOB RESTRUCTURING
April 1972

NTIS PB211711/AS

VOL. 2, INSTRUCTOR'S GUIDE FOR TASK ANALYSIS AND JOB RESTRUCTURING.
April 1972

NTIS PB211712/AS

3-368 Educating the Employed Disadvantaged for Upgrading: A Report on Remedial Education Programs in the Paper Industry

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Herbert R. Northrup and Richard L. Rowan

Contract 81-42-71-02
Project completed fiscal year 1972

Descriptors: BLACKS; UNDEREMPLOYMENT; RACIAL DISCRIMINATION; UPGRADING; BASIC EDUCATION; PULP AND PAPER INDUSTRY; SENIORITY SYSTEMS

This study was an attempt to determine the impact of adult basic education programs on the upward mobility of disadvantaged workers.

The paper industry in the South was chosen for case analysis because of the nature of the upgrading problems, the vast adjustments required by the Civil Rights Act of 1964, and the

fact that these adult basic education programs had been operational therein for several years.

The programs studied were utilized by companies in an attempt to increase the potential for promotion of blacks who were originally employed for unskilled jobs and consigned to permanent occupation of those jobs. The objective was to improve the educational qualifications of such employees so that they could handle jobs on progression lines or in maintenance. In other words, the objective was to prepare the employees *for* upgrading. (Once placed on the progression line, an employee advances by seniority, provided he can do the job.)

Findings were: (1) The adult basic education programs examined promised more than they could deliver; and (2) the relation of training to promotion was neither brought out carefully beforehand nor demonstrated after the programs were in effect. In addition, this study made the following points: (1) Relatively few black disadvantaged workers completed the courses. (2) Those who completed the courses showed little improvement in arithmetic and virtually none in reading. (3) There was no relationship between the taking of courses, improvement in test scores, and job advancement. (4) The packaged courses disregarded the cultural characteristics of the trainees. (5) Programed teaching methods were largely unsuccessful, particularly with adults who lacked literacy. Even more intensive training was of minor additional help. (6) The particular conditions and incentives were not such as to produce successful literacy training.

May 1973

NTIS PB210824/AS

3-369 A Final Report of the National Pilot Program on Household Employment, January 16, 1967-March 15, 1971

M.K. TRIMBLE ASSOCIATES, INC.
ANNANDALE, VA.

Contract 82-11-71-05
Project completed fiscal year 1971

Descriptors: HOUSEHOLD WORKERS; DISADVANTAGED; MINORITIES; UPGRADING; SUPPORTIVE SERVICES; INSTITUTIONAL CHANGE; WOMEN; MINORITIES; INSTRUCTIONAL MATERIALS

This report evaluated eight employment and and training projects (see 82-34-66-18) which formed a pilot program to determine whether and how new attitudes and methods might be developed to make household employment a more attractive and rewarding occupation.

The projects provided training, counseling, and job placement services for household workers: Four provided training and placement with some followup services to insure that employment standards were maintained; the other four were business-oriented and contracted with employers for the services of trained household workers.

The evaluation included a clear, concise resume of project activities for each project and suggested next steps to be taken by the project sponsors and the Department of Labor. The report concluded that: (1) Training and counseling programs which were built upon previous knowledge and which encouraged decisionmaking and evaluation of alternatives were more effective than those which attempted to remake the household worker participant; (2) some form of work experience was essential, so trainees could make a relatively easy transition from the classroom to the requirements of the actual job; (3) employers were willing to pay higher wages and benefits and agree to higher work standards, but an intermediary organization was needed to act as a bargaining agent for the worker; (4) increased wages and benefits did not guarantee job satisfaction—participants were more satisfied when offered a choice of jobs within the occupation rather than when placed only in general housekeeping positions in private homes; and (5) business-oriented projects—structured to become self-sufficient profitmaking, or cooperative enterprises—found they could not meet overhead or training expenses unless they progressed toward a diversified service operation.

In addition to the comprehensive evaluation report, a monograph concerning three aspects of household employment was prepared.

A FINAL REPORT OF THE NATIONAL PILOT PROGRAM ON HOUSEHOLD EMPLOYMENT, JANUARY 16,1967-MARCH 15,1971
1971

NTIS PB199476/AS

THREE ON A SINGLE THEME:I—THERE CAN BE CAREER OPPORTUNITIES IN HOUSEHOLD EMPLOYMENT; II—FAIR PLAY FOR HOUSEHOLD WORKERS: A TRAINING GUIDE FOR EMPLOYERS WITH SUGGESTED PERSONNEL PRACTICES; III—A TRAINING COURSE GUIDE FOR UPGRADING WORKERS IN HOUSEHOLD AND HOME RELATED OCCUPATIONS
1971

NTIS PB199134/AS

3-370 Development of Career Progression Systems for Employees in the Food Service Industry

NATIONAL RESTAURANT ASSOCIATION
CHICAGO, ILL.

Gary L. Hotchkin

Contract 82-17-71-19
Project completed fiscal year 1974

Descriptors: FOOD SERVICE INDUSTRY; UPGRADING; JOB ANALYSIS; INDUSTRY PRACTICES; CAREER PATTERNS

The project was designed to develop career ladders for use in four segments of the food service industry—institutional feeding, hotel food service, commercial restaurants, and airline food service. The project also tested whether a trade association could be an effective vehicle for introducing such systems to an industry and for influencing member organizations to adopt them.

Based on a recent research study by Cornell University, the project: (1) Developed and installed new career ladders; (2) assessed the problems involved and methods of meeting these; and (3) measured the impact of new upward mobility systems in the food service industry. Academic consultants from the three leading hotel schools provided analytic assistance, and Humanic Designs Corporation provided technical assistance.

Career progression systems can be implemented in the food service industry given two main prerequisites: a posture of organizational growth and expansion; and corporate concern about labor problem areas such as high employee turnover, need for skilled labor, improved productivity and other job performance issues. A national trade association such as the National Restaurant Association can be effective as a vehicle for influencing corporations to adopt new approaches to labor development issues because of its established role as communicator to the industry of new technical and management concepts. (See contracts 41-9-003-34 and 82-34-70-04 for related projects.)

April 1974

NTIS PB236832/AS

HOW TO INVEST IN PEOPLE: A HANDBOOK ON CAREER LADDERS
1973
Available from National Restaurant Association, One IBM Plaza, Suite 2600, Chicago, Ill. 60611.

3-371 Career Development for Farm Employment

SOCIAL DEVELOPMENT CORPORATION
BETHESDA, MD.

Donald G. Bennett

Contract 82-11-71-25
Project completed fiscal year 1976

Descriptors: SEASONAL EMPLOYMENT; OCCUPATIONAL CLASSIFICATION; OCCUPATIONAL STRUCTURE; AGRICULTURAL COMMUNITIES; FARMWORKERS; UPGRADING; JOB ANALYSIS

Known as the Farm Job Ladder Project in its earlier two phases of work, this project had as its original objectives the exploration of: (1) The potential for developing alternative model systems for job structuring and related upgrading on large farms undergoing changes in mechanization levels and (2) the feasibility of involving farm operators in the testing of new methods for improving farm labor management.

The project developed a workable career model, applicable with minor variation to either orchard or field and row farms and successfully involved farm operators in adopting new management practices and policies.

During the developmental phase of work, job task analyses were conducted to cover all activities performed on four farms, represented by different-sized orchard and field and row crop operations. These data were then ordered into a more generic farm career ladder.

During the implementation phase, the job ladder model was field tested on additional California farms to find out whether its use would provide more stable farm employment and more efficient farm labor management. This field testing resulted in refinements of the skill sequences that were incorporated into the ladder, affirmed the model's potential for wider application, helped identify agriculture skill-shortage areas where vocational training would be appropriate, and in general assessed the farmers' acceptance, use, and appreciation of the farm job ladder model.

During the final phase of work, project staff extended the use of the job ladder model by fitting it into a new network formed by several State agencies working together and sharing responsibilities. The three main California agencies involved in the network were the cooperative extension service, the State department of vocational education, and the employment service.

The career ladder model was successful in: (1) Satisfying participant farm owners that it does offer a more efficient and reliable way of managing the increasingly complex business of farming and (2) extending the work season and providing training and upgrading opportunities to a certain portion of farmworkers who, in previous years, engaged only in part-time, low-skill work.
December 1976

NTIS PB272461/AS

3-372 UPGRADING: THREE YEARS' EXPERIENCE IN CLEVELAND

METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Theodore D. Small

Contract 82-39-72-10
Project completed fiscal year 1972

Descriptors: UPGRADING; HIGH INTENSITY TRAINING; ADVANCED HIGH INTENSITY TRAINING; INTERNAL LABOR MARKETS; LOW INCOME; LOW-WAGE JOBS; OHIO, CLEVELAND

This report provided analyses and perspectives on the experience of Skill Upgrading in Cleveland (SUIC), an experimental and demonstration project conducted for the previous 3 years (see contract 82-37-69-04).

Topics covered included: The agency's development of a unique upgrading technique, Advanced High Intensity Training (AHIT); a comparison of the methods and results of AHIT and HIT (High Intensity Training); developing upgrading programs with employers; and training methods, as well as the role of the City of Cleveland as sponsor. Appendices included a sample upgrading training proposal and a sample training curriculum outline.

The reporter concluded that AHIT was an effective, although expensive, mechanism for raising low-skilled workers out of the "working poor" category. Recommendations were made for the formulation of future upgrading policy.
January 1972

NTIS PB208174/AS

3-373 IN-PLANT UPGRADING AND MOBILITY PATTERNS

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Herbert R. Northrup

Grant 92-42-72-26
Project completed fiscal year 1975

Descriptors: UPGRADING; SUPERVISION; DISADVANTAGED; INDUSTRY PRACTICES; WORK INCENTIVES; OCCUPATIONAL MOBILITY

The objective of this study was to conduct case studies of in-plant upgrading and mobility patterns in different industries in order to describe the mobility paths that supervisors had followed; to determine the extent to which promotions were based on objective, quantifiable criteria; and to construct a model that explained the typical mobility path followed by supervisors.

Eight plants in different industries with various types of seniority structures were selected for study. Company personnel policy statements were examined to determine whether upgrading policy was clearly articulated and what impact it had on the promotion process. The grantee also assessed information from personnel records to discern whether characteristics of upgraded workers changed over time. Interviews were conducted with plant managers, supervisors, workers, and others with knowledge of upgrading and promotion decisions.

According to the study's results, the process of selecting workers for promotion to supervisory positions was often informal and controlled by line management. Upgrading procedures in these informal settings tended to be an extension of the hourly upgrading process. That is, first line supervisors most often came from the ranks of employees who held the top hourly jobs in their respective line of progression or in their department. The upgraded workers also tended to have held more jobs at their present place of employment. Moreover, the investigator found that the average first line supervisor began his plant career at a younger age than the average hourly employee who had not been promoted to a supervisory position. This was so despite the fact that upgraded workers spent more time with their previous employer than the nonupgraded workers.
June 1975

NTIS PB246240/AS
Also available from Industrial Research Unit, the Wharton School, University of Pennsylvania, Philadelphia, Pa., 19174

3-374 TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY (PLANNING PHASE)

JOINT TRAINING COMMITTEE OF THE CALIFORNIA PROCESSORS, INC. AND THE CALIFORNIA STATE COUNCIL OF CANNERY AND FOOD PROCESSING UNIONS
WALNUT CREEK, CALIF.

Mike R. Elorduy and John Scalone

Grant 21-06-74-05
Project completed fiscal year 1974

Descriptors: CANNING INDUSTRY; UPGRADING; AFFIRMATIVE ACTION PLANS; COLLECTIVE BARGAINING; TRAINING PRACTICES; SEASONAL EMPLOYMENT; LAYOFFS; CALIFORNIA

This project provided a planning phase for a subsequent project (see 20-06-74-12) which implemented and expanded an earlier E&D model developed for upgraded training of low-wage seasonal workers in the canning industry during periods of layoff, (see 82-34-70-31).

During this planning phase, a collective bargaining agreement established an affirmative action/training fund. This fund jointly supported, on a continuing basis, an upgrade-training program to be administered by a joint labor-industry committee.

3-375 LAYOFF TIME TRAINING: A KEY TO UPGRADING, WORKFORCE UTILIZATION, AND EEOC AFFIRMATIVE ACTION

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Curtis C. Aller

Grant 21-06-74-06
Project completed fiscal year 1977

Descriptors: CANNING INDUSTRY; UPGRADING; WOMEN; UNIONS; TRAINING PRACTICES; LAYOFFS; AFFIRMATIVE ACTION PLANS; SEASONAL EMPLOYMENT; MINORITIES; MONOGRAPHS; CALIFORNIA

This study measured outcomes and individual effects of an R&D project, Job Advancement Training (JAT), concerned with the use of layoff time to provide upgrade training for seasonal workers in the canning industry. (See contract 20-06-74-12). Additionally, this evaluative study examined the impact of the JAT project upon the industry's personnel perceptions and practices.

Procedures included: (1) Assembling, updating, and analyzing base and posttraining earnings data for more than 400 participants and comparing them with data on a matched group and (2) worker, employer, and union leader interviews. See Contract 20-06-74-12.

Curtis C. Aller, Donald Mayall, John Mitchell, and David C. Roberts
September 1977

NTIS PB272523/AS
ETA R&D MONOGRAPH NO. 61

3-376 TRAINING FOR UPGRADING IN THE NORTHERN CALIFORNIA CANNING INDUSTRY

JOINT COMMITTEE FOR CANNERY INDUSTRY TRAINING PROGRAM, INC.
WALNUT CREEK, CALIF.

John Scalone and Mike R. Elorduy

Contract 20-06-74-12
Project completed fiscal year 1977

Descriptors: UPGRADING; WOMEN; CANNING INDUSTRY; SEASONAL EMPLOYMENT; MINORITIES; COLLECTIVE BARGAINING; LAYOFFS; AFFIRMATIVE ACTION PLANS; CALIFORNIA

This project provided for transition and institutionalization of an R&D project in the canning industry which tested the feasibility of providing upgrade training services to low-income seasonal workers during layoff periods. (See contract 82-34-70-31 and grant 21-06-74-05.)

The project operated on a shared costs basis with a joint labor-management group that conducted training in job skills common to the industry, and provided employment-related counseling, English as a second language, and adult basic education classes. The training was designed to facilitate the upward mobility of workers employed under a collective-bargaining agreement. It was given in six localities, largely during layoff periods, and hence was of flexible duration. See grant 21-06-74-06, for an evaluation of the current project.

3-377 DEMONSTRATION PROJECT FOR INSTITUTIONALIZING THE UPGRADING OF THE DISADVANTAGED

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Herbert R. Northrup et al.

Grant 21-42-75-01
Project completed fiscal year 1976

Descriptors: UPGRADING; MINORITIES; DISADVANTAGED; UNDEREMPLOYMENT; OCCUPATIONAL MOBILITY; INDUSTRY PRACTICES; PENNSYLVANIA, PHILADELPHIA

This project, whose findings are combined with those of grant 92-42-72-26 in the report, analyzed two methods of using objective procedures for selecting supervisors: the assessment center and selection by testing.

The assessment center method included tests, questionnaires, structured interviews, simulation exercises to tape behaviors (pretested to insure they provided reliable and objective measures), and several assessors, with judgments based on information drawn from both the measures and the assessors. Selection by testing required job analysis (using criteria based on management expectations of incumbents), transformed into performance standards, which were used to validate tests of job candidates to predict their relative suitability for a particular job and their tenure on a job.

Examination of the assessment center method included a case study of the Personnel Assessment Program of the Michigan Bell Telephone Co. The testing method was delineated by a description of a paper-and-pencil test battery for first-line supervisors in a Honeywell, Inc., factory operation.

After discussing the strengths of each method, the authors pointed out the costs: $500-$600 per candidate for the assessment center, versus $10 per candidate for testing. Therefore, they concluded that interested managements would have to decide which was preferred for their particular situation.
November 1976

NTIS PB262454/AS

4. THE ADMINISTRATION OF EMPLOYMENT AND TRAINING PROGRAMS

Federally sponsored employment and training programs have been in existence barely more than a decade and a half, during which substantial changes have occurred in both the objectives and the locus of management. Consequently, authoritative principles of logistics have not yet been distilled from experience and program research and development. Nevertheless, the R&D projects summarized in this chapter constitute a respectable core of knowledge about the elements that underlie efficient and effective employment and training programs.

The projects are organized into five classifications that probably represent all the major components of logistics—except obtaining the funds. The categories are: planning and management, information sources and systems, operating and service techniques, evaluation methods, and research and development.

A. PLANNING AND MANAGEMENT

Although some of the projects concerning planning and management go back to the early years of the MDTA program, few have been outmoded. They are grouped in five areas: planning experience and guidelines; linkages with other agencies and programs; special program components, staffing and staff training; and the role and performance of the Employment Service.

Projects on experience and guidelines span the period from 1965 to the present. Those which predate CETA relate to the agencies and techniques then involved in coordinated State and area planning. The agency roster would almost surely be different now, and the techniques may now be somewhat more sophisticated, but the principles remain unchanged. A study of nine Comprehensive Manpower Programs (CMP) was made by Everett Crawford for the specific purpose of drawing out the implications of the CMP experience for organizing progams under CETA.

Two studies focus on the experience during the transition to CETA—one in Ohio by Randall Ripley and the other in Boston and Eastern Massachusetts by Charles Myers and Morris Horowitz. Another by Niles Hansen covers the possibilities for cooperative planning among smaller cities and towns. A recent study by George Autry and R.C. Smith examines problems that were encountered by prime sponsors in designing and implementing public service employment projects under title VI of CETA.

The studies on intersystem and interprogram linkages emphasize that do-it-yourself may not be the best guiding principle for employment and training programs. These projects cover the politics and mechanics of teamwork, as well as its benefits.

The studies by the University of Pennsylvania, the Conference Board, and the Jacksonville Area Chamber of Commerce pertain to the critical area of getting employers' cooperation in both training and job placement. One of these, still in progress, is attempting to identify "best practice" approaches for use in various situations.

Separate studies by the Tuskegee Institute, the University of Houston, the University of Illinois, and B and C Associates, Inc., of university links to employment and training administrators, by calling attention to some of the useful contributions made by universities during MDTA days, may imply that some history is worth repeating. Another three studies—by the Mobile Area Committee for Training and Development, Inc., the North Carolina Fund, and the National Rural Center—cover links with community agencies in related fields or community organizations at the grass roots, which may be pertinent for administrators in similar situations.

Two studies by David Rogers, Faith Kortheuer, and Roslyn Menzel of inner-city manpower programs in Cleveland, New York, and Philadelphia reveal not only the vital role of interorganizational relations, but their political perils as well.

Finally, two studies in this group are targeted specifically to the CETA mandate that local administrators of employment and training programs "integrate" them with other social programs. James Feldesman studied the impediments to linking WIN programs with CETA programs administered by local prime sponsors and recommended ways in which the current impediments could be surmounted. The other, conducted in San Francisco by Robert Greene, examined the feasibility of linking planning and resources between employment and training programs and such related areas of human resource development as vocational education.

The section on program components covers studies that sought either to design a particular component of a program or to assess the effectiveness of a design currently in use. Five projects concern the provision of services to develop the employment of different groups of clients. Specific topics covered are outreach, prevocational training, relocation services, and the employment component of a model neighborhood plan. One Project, by Manpower Science Services, Inc., may have broad applicability. It developed a system of classifying clients' characteristics and their interaction with situations encountered in the program which could be applied to increase program efficiency by eliminating unnecessary services for individual participants. Methods of implementing the system are outlined in the report.

Four of the studies on staffing and staff development concern training. Three relate to educational efforts in areas where skills are scarce—counseling and social work, by the University of Missouri, the Council on Social Work Education, and Rutgers-The State University. The fourth, by the Bureau of Social Science Research, Inc., analyzed the characteristics and capabilities of all staff employed by contractors for programs under the MDTA. Two projects, one by Derryck Associates and the other, by The Educational Testing Service, in cooperation with the U.S. Civil Commission—concern selection techniques. Theodore Small examined the use of business employees on sabbaticals. The use of volunteers was the focus of a project by the Bureau of Employment Security. Staffing of the WIN program was the subject of two projects conducted by Washington University and Indiana University. A joint study by the Bureau of Labor Statistics and the Institute of Public Administration developed methods for surveys to establish State salary levels that would be comparable with those for private industry jobs requiring similar skills. The project produced a handbook to guide State officials wishing to conduct similar surveys.

The final group of studies on planning and management bear on the role and performance of the Employment Service. Reflecting concern about the changing role of the Employment Service, all but three were initiated after the passage of CETA. The predominant topics are the effectiveness of various services provided by the Employment Service and the establishment of performance standards in such services. These are pioneering studies designed to meet needs perceived by the

Employment Service. Two other studies, by Joseph Ullman and David Miller, concentrate on the effect on ES operations of mandatory registration of WIN participants, food stamp recipients, and UI recipients; these have put a great strain on ES facilities. Also noteworthy is a project by David Stevens which was designed to determine the needs of the Employment Service for research and development.

B. INFORMATION SYSTEMS AND SOURCES

The R&D program has long emphasized efforts to develop different types of information bases for the operation of employment and training programs. Projects concerning labor market information systems—based primarily on indicators of demand and supply in the local labor market—are included in the labor market chapter, on the ground that they have broader application than guiding the planning of employment and training programs. Projects included in this logistics chapter fall into three categories: information for jobseekers and job matching; management and program information systems; and reference materials.

Projects concerned with self-help for jobseekers dominate the first category. Examples include the provision of supplemental information to jobseekers to broaden their search beyond job referrals by Jacob Kaufman and David Stevens, the retrieval and sharing of information from jobseekers about possible openings by James Neto and Marged Sugarman, the establishment of registries of applicants and vacancies in certain fields by Loys Mather, and the role of want ads as an aid to jobfinding by John Walsh and Miriam Johnson.

A jobmatching project by George Huber and Joseph Ullman analyzed operations of the Job Bank. A second, by Malcolm Cohen, concerned the use in the Employment Service of computer terminals which provide access to data from the labor market information system.

The second emphasis of R&D projects in this field has been the development of information systems for the gathering, storage, and retrieval of information on management and program operations. Efforts have been made to link the Employment Security Automated Reporting System (ESARS) with other systems to provide information that would be easily retrievable for analytical and management purposes. One project by Jane Resnick analyzed the development of information needed for the analysis of CETA programs. Another by John Greco designed a basic information system to support management of the Employment Service.

Special efforts by two Experimental Manpower laboratories in developing techniques to retrieve and organize information about programs underscore the value of learning from experience. Reports from these projects by Manpower Science Services and the University of Michigan not only provide findings from the programs they studied but also outline the methods by which similar systems can be created.

Most of the projects in the reference materials category concern career guidance, occupational classification, or vocational education.

C. OPERATING AND SERVICE TECHNIQUES

Developing useful techniques for specific program operations was the major objective of the projects reported here. Those which did so as a byproduct of another objective are classified elsewhere. Projects in this chapter concern the assessment and selection of applicants; counseling and guidance; job development, placement, and followup on work adjustment; and instructional materials for use in the provision of basic education or prevocational training.

Assessment and selection of applicants is the most fertile category. These projects include two that developed, tested, and facilitated use of new techniques of assessment. A synthesis of R&D findings and experience with different techniques of assessment, by Thomas Backer, covers all techniques extant in 1973. An update of this work by the same researcher is currently in progress.

One of the new techniques was work sampling. R&D efforts by the Jewish Employment and Vocational Service to develop this technique as an alternative to traditional paper and pencil tests began in fiscal year 1963. By 1971, work sample evaluation centers had been established in 46 cities, as a tool for improving the effectiveness of counseling in the Employment Service, and films and a handbook had been developed by Dennis Dunn for the use of administrators and supervisors. Currently, the original contractor is expanding and updating the system.

The other new technique was the biographical information blank for use in predicting employment tenure, on which work was begun in 1969. A broader test of the technique in 1972 by Richardson, Bellows, Henry & Company, Inc., confirmed its validity for predicting not only job tenure but also performance in training programs.

The assessment category also includes four studies that developed measures of attitudes or motivation. They were undertaken by Jack Chernick, Bernard Indik, and Roger Craig of Rutgers-The State University, Norman Freeberg and Richard Reilly of the Educational Testing Service; and two by various staff members of the Survey Research Center of the University of Michigan. Other projects experimented with performance tests.

All but two of the projects on counseling and guidance concentrated on techniques for use with special populations such as youth and women. Loyola University and The Rehabilitation Center, Inc., studied rural residents. One of the youth projects, by Calvin Daane, which developed group counseling methods for use in the Neighborhood Youth Corps, was rather widely copied.

The next group of projects, concerning job development, placement, and work adjustment, is the smallest in the techniques category. Two deal with job development; one for disadvantaged workers by the University of Michigan, and the other for retarded individuals, by Sara Munger. Other topics include the development of job listings by Edward Giblin and Louis Levine, and orientation to facilitate the transition from training to employment. A classic state-of-the-art paper on job analysis, by Michael Wilson, has application not only in job development and job matching, but in such other areas as job restructuring, examining qualifications, evaluation of performance, and developing education and training programs.

All of the projects in the instructional materials category concern either basic education or prevocational training. Each either refers to a method of programed instruction or provides curriculum materials. The population groups for which the materials were designed include Spanish-speaking people, WIN participants, and young people enrolled in the out-of-school Neighborhood Youth Corps. One project by Donna Seay developed a package of materials for training the staff of employment and training programs in the selection and application of remedial instruction materials to meet the needs of individual trainees.

D. EVALUATION METHODS

The evaluation studies included here are just the tip of the iceberg. R&D studies that analyzed the outcomes of training and employment programs in terms of retention rates, employment rates following participation, employment in a related occupation, and similar indicators are in chapter 3, with other studies on the particular program. Moreover, formal program evaluation is the province of the Office of Evaluation of the Employment and Training Administration. The studies here represent methodological contributions to the development of evaluation techniques, even though most of them did in fact evaluate a particular program or group of projects.

Perhaps the most impressive characteristic of these evaluation studies is that they underscore the different standards that can be used for evaluating progams, depending on the purpose of the evaluation. Studies by Einar Hardin, Sigmond Nosow, and Michael Borus examined the change in earnings (the predominant measure), after completion of the program. The program's effect on the economy was an evaluation standard in a study by Arnold Katz. Herbert Northrup examined the relative merit of different programs for specific types of participants. The existence of discrimination in program operations was investigated by Bradley Schiller. The effectiveness of particular components of a program was studied by Norman Jones and William Cameron, and the feedback of operating information to improve program operations was the focus of a study by James Stern. The variety of evaluation criteria used stresses the need for formulating program objectives in measurable terms, and for assigning each objective its commensurate importance.

The predominant measure of effectiveness was some variant of a cost-benefit ratio. The chief significance of these studies is the ingenuity displayed in tapping often neglected sources of data for developing the measures of costs and benefits.

E. RESEARCH AND DEVELOPMENT

In its own program, research and development is akin to the proverbial shoemaker's barefoot child. It is the smallest category in the chapter. In part, its smallness stems from the subject basis of classification that allocates many contributions to the development of R&D methods to the category to which they pertain, rather than to R&D per se. The most notable example is the section on Analytical Concepts and Methodology in chapter 2. But the small number of projects concerning R&D is also the result of a prudent desire not to pay for advice that can be obtained at no expense. The R&D program has benefited continually from advice from both program and policy officials within the Employment and Training Administration and from such advisory bodies as the Subcommittee on Research of the National Manpower Advisory Committee under the Manpower Development and Training Act.

With the caveats out of the way, what does this section contain? There are two parts: The Development and Evaluation of the R&D Program, and Techniques for the Utilization of R&D Findings.

Two of the projects concerning the development of the R&D program reflect one of the program's earliest "discoveries." The authorization of the research program, in title I of the MDTA, directed the Secretary of Labor to "arrange, through grants or contracts, for the conduct of such research and investigations as give promise of furthering the objectives of this Act." It quickly became apparent that the number of social scientists in the private sector who were available for and interested in research on employment and training was very small. Hence, the Department sought and received authority in 1965 to establish a program of research grants for the purpose of developing scholars in the field. This program was divided into two parts. In one, small grants were made to individual scholars who wanted to do dissertation research in the field and postdoctoral scholars who wanted to develop innovative research or design research projects. In the other, grants were made to universities and colleges to conduct research and train researchers in the field of employment and training.

The two relevant developmental projects were designed to further the objectives of the grants programs. One by Jacob Kaufman and Louis Levine consisted of a series of conferences at five universities and colleges to stimulate interest in research on employment and training. In the other, the National Manpower Policy Task Force arranged annual conferences, beginning in 1967, of recipients of doctoral dissertation grants.

The third developmental project, by Harold Sheppard, was funded to provide guidance over the next several years for R&D programs on the employment problems of older workers. Three studies concern the evaluation of R&D. The National Manpower Policy Task Force assessed the institutional grants program described in chapter 5; Henry David assessed the six experimental manpower laboratories described in the chapters that include the subject of the laboratories' work; and the R&D program as a whole was evaluated by the National Academy of Sciences. Such evaluations are highly unusual in a Government research and development program in the social and behavioral sciences, as indicated in the introduction to this compendium. Many of the recommendations for improvement in the programs have been put into effect.

Projects on techniques for the use of R&D findings represent a small part of efforts to promote utilization, because utilization efforts centered on one project are classified according to the subject of the project. A project by Lawrence Klein of the University of Arizona adapted the findings of R&D reports for wider audiences. The University of Michigan examined dissemination and utilization practices in four Federal R&D agencies, related them to policies, and evaluated their effectiveness. Abt Associates, Inc., worked through ETA regional offices to develop a system for getting R&D findings into the hands of CETA prime sponsors and State employment security agencies. A spin-off of this project was a series of R&D utilization conferences, held in conjunction with ETA regional offices.

4A. PLANNING AND MANAGEMENT

4A 1. PLANNING EXPERIENCE AND GUIDELINES

4-001 MANPOWER DEVELOPMENT COUNCIL: THE DEVELOPMENT OF A COMPREHENSIVE SYSTEM OF HUMAN RESOURCE DEVELOPMENT FOR IOWA

IOWA STATE MANPOWER DEVELOPMENT COUNCIL
DES MOINES, IOWA

Contract 82-14-65
Project completed fiscal year 1971

Descriptors: STATE AND LOCAL GOVERNMENTS; PLANNING AND ADMINISTRATION; IOWA

Under this contract, the Governor of Iowa established an employment and training development council to promote full utilization of the State's human resources. A coordinated interagency approach was adopted and the council acted as the coordinator, designer, developer, and implementer of numerous Federal, regional and State employment and training programs.
1971

NTIS PB199177/AS

4-002 COMMUNITY ORGANIZATION AND THE MOBILIZATION OF RESOURCES FOR MANPOWER DEVELOPMENT PROGRAMS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Louis A. Ferman

Grant 91-24-66-03
Project completed fiscal year 1970

Descriptors: STATE AND LOCAL GOVERNMENTS; SOCIAL STRUCTURE; PLANNING AND ADMINISTRATION; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES

This study sought to relate measures of the economic and social structure of a community to the diffusion of power in the community and, in turn, to the community's willingness to cooperate in Federal aid programs, especially training programs. Studies by other researchers imply, according to the present study, that communities in which power is less concentrated (and therefore more easily contested) are better able to avail themselves of Federal aid programs.

Measures of community structure were developed from published data for 656 incorporated places with population of 25,000 or more that existed in 1950. However, it proved impossible to develop the necessary measures for programs under the Manpower Development and Training Act and the Vocational Education Act, chosen to represent locally developed human resource development programs that were independent of county or State Jurisdictional development. Hence, the researcher was not able to apply his analytical scheme.
1970

NTIS PB188780/AS

4-003 PROCEEDINGS OF NATIONAL CONFERENCE ON STATE AND LOCAL MANPOWER PLANNING, APRIL 28-30, 1971, SALT LAKE CITY, UTAH

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

R. Thayne Robson and Garth L. Mangum

Contract 82-49-71-20
Project completed fiscal year 1972

Descriptors: STATE AND LOCAL GOVERNMENTS; PLANNING AND ADMINISTRATION; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; CONFERENCES

The conference held under this project convened approximately 250 representatives of Federal, State, and local governments and universities to examine the planning of employment and training action for meeting State and local needs.

Conference papers were presented on four major subjects: Principles and Problems of Manpower Policy Planning; Appropriate Roles in Manpower Planning and Administration; State and City Manpower Organization—Case Studies; and Alternative Models for Manpower Planning.

The report also describes the systems by which 48 of the 50 States currently coordinate and control the planning and administration of employment and training activities. Only seven States, most of them small, were found to give the planning body any voice in the allocation of funds for employment and training or in the control of operations.
1972

NTIS PB212199/AS

4-004 MULTIPROJECT DEMONSTRATION OF MANPOWER DEVELOPMENT

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

George B. Autry

Contract 82-37-71-47
Project still in progress

Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); DECATEGORIZATION; REVENUE SHARING; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NORTH CAROLINA

This project is developing and assessing the means by which a State can improve its planning and delivery of employment and training services. Activities focus primarily on: (1) The planning process and problems encountered in operating CETA programs and (2) the potential of a model as a monitoring and research assistance tool for the region. Working with North Carolina's State planning officials and the staffs of the employment service, the U.S. Department of Labor, region IV, and selected local jurisdictions, North Carolina Manpower Development Corporation (NCMDC) is providing both local and regional assistance and feedback to State and local agencies and to regional and national Employment and Training Administration offices. Additionally, NCMDC is preparing detailed case studies of the processes utilized by local jurisdictions in shifting from categorical programing to locally planned comprehensive programs.

ALLOCATING MANPOWER FUNDS WITHIN A STATE
May 1973

Report Descriptors: REVENUE SHARING; STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); SERVICE DELIVERY SYSTEMS; NORTH CAROLINA
ETA

STATE AND LOCAL MANPOWER PLANNING UNDER ADMINISTRATIVE REVENUE SHARING
June 1974

Report Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); DECATEGORIZATION; SERVICE DELIVERY SYSTEMS; REVENUE SHARING; STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL
ETA

CETA PRIME SPONSORSHIP IN NORTH CAROLINA
March 1974

Report Descriptors: CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; LABOR SUPPLY PROJECTIONS; NORTH CAROLINA
ETA

FINAL REPORT ON THE EMERGENCY EMPLOYMENT ACT OF 1971
November 1972

Report Descriptors: PUBLIC EMPLOYMENT PROGRAMS; EMERGENCY EMPLOYMENT ACT (1971)
ETA

AN OVERVIEW OF THE MANAGEMENT AWARENESS PROGRAM
August 1973

Report Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT SERVICE STAFF; SERVICE DELIVERY SYSTEMS; CATEGORICAL EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB222916/AS
Available from ERIC—ED 079612.

MANAGEMENT AWARENESS PROGRAM INSTRUCTOR'S MANUAL
September 1973

Report Descriptors: ATTITUDES; INSTRUCTORS; MANAGEMENT TRAINING; WORKER UTILIZATION; MOTIVATION; BLACKS; PERSONNEL ADMINISTRATION; ENTRY-LEVEL EMPLOYEE PROBLEMS; SUPERVISION; INSTRUCTIONAL MATERIALS

NTIS PB223947/AS

CETA TITLE VI PROJECT DESCRIPTION REPORTS
June 1977

Report Descriptors: CETA PROGRAMS; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT PROGRAMS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

NTIS PB268561/AS
Office of Community Employment Programs, 601 D St., N.W., Rm. 5328, Washington, D.C., 20213

THE UTILIZATION AND EFFECTIVENESS OF CETA TITLE I SPECIAL GRANTS TO GOVERNORS
Edward Dement and George B. Autry
April 1977

Report Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); REVENUE SHARING; VOCATIONAL EDUCATION

NTIS PB268230/AS

4-005 PILOT COMPREHENSIVE MANPOWER PROGRAM: IMPLICATIONS OF ITS EXPERIENCES FOR LOCAL AND STATE MANPOWER ORGANIZATIONS

CENTER FOR GOVERNMENTAL STUDIES
WASHINGTON, D.C.

Everett Crawford

Grant 21-11-73-44
Project completed fiscal year 1974

Descriptors: COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); EMPLOYMENT AND TRAINING PROGRAM REFORM; METROPOLITAN AREAS; MODELS; SERVICE DELIVERY SYSTEMS; NONMETROPOLITAN AREAS; PRIME SPONSORS (CETA); STATE AND LOCAL GOVERNMENTS; NEW MEXICO, ALBUQUERQUE; NEBRASKA, OMAHA; CONNECTICUT, HARTFORD; UTAH

This study reviewed, analyzed, and documented the early experiences of nine pilot Comprehensive Manpower Programs (CMP's) for the purpose of identifying the implications of that experience for organizing the other metropolitan and balance-of-State areas under manpower program reform.

Onsite visits were made to Albuquerque, Omaha, Hartford, and the State of Utah which were carrying out CMP projects; reports of those field visits and other CMP and Cooperative Area Manpower Planning System (CAMPS) reports and documents were studied; conferences were held with Department of Labor staff; and earlier analyses made by the center of State and metropolitan employment and training organizations were also utilized.

Of the 11 basic SMSA patterns of metropolitan area service delivery systems, the early CMP's provided models for only five. Only half of the States could look to the CMP's for a statewide model for prime sponsorship although there was useful experience for balance-of-State organization outside metropolitan areas.

CMP was based on the premise that a unified services delivery system should be developed for a labor market area. If the labor market approach is proven valid, the CMP already has shown that each area must be permitted flexibility to develop the kind of structure which fits the particular area.

It was recommended that attention be given to SMSA's with more complex political and administrative patterns that were not represented in CMP projects. It was also recommended that States broaden their approach to encompass tasks requiring a statewide scope, leaving to metropolitan areas and nonmetropolitan districts the details of service delivery planning.

Everett Crawford and Howard W. Hallman
October 1973

NTIS PB224737/AS

4-006 THE INTRODUCTION OF CETA IN BOSTON AND EASTERN MASSACHUSETTS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.
AND
NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Charles A. Myers, and Morris A. Horowitz

Grants 42-25-74-08 and 21-25-74-33
Project completed fiscal year 1977

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; MONOGRAPHS; MASSACHUSETTS, BOSTON

The two reports from this project furnished the principal findings and conclusions of individual and independent studies comparing pre-CETA programs with the new approaches authorized under CETA to serve the economically disadvantaged population, including substantial proportions of minorities and young people during the 3-year period of 1975-77. The reports reflected the problems and solutions of CETA implementation by prime sponsors as they developed during this period of change and revealed techniques and procedures that might be of use to CETA prime sponsors in other sections of the country.

THE IMPLEMENTATION OF CETA IN BOSTON, 1974-1977
Irwin L. Herrnstadt, Morris A. Horowitz, and Marlene B. Seltzer
July 1977

NTIS PB270402/AS
ETA R&D MONOGRAPH NO. 57 "IMPLEMENTATION OF CETA IN BOSTON AND EASTERN MASSACHUSETTS"

CETA IN EASTERN MASSACHUSETTS
Thomas A. Barocci And Charles A. Myers
August 1977

NTIS PB271308/AS

4-007 Cooperative Dispersed Urban Area Manpower Planning for Nonmetropolitan Populations

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Niles M. Hansen

Grant 21-48-75-02
Project completed fiscal year 1976

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); NONMETROPOLITAN AREAS; MIGRATION; REGIONAL PLANNING; STATE AND LOCAL GOVERNMENTS; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING

This study developed recommendations concerning cooperative employment and training planning for smaller cities and towns. Such cooperation would provide nonmetropolitan areas with feasible means for giving workers and potential workers greater access to employment and training services and to more and better employment opportunities.

A set of 49 nonmetropolitan multicounty areas was selected for the study. These areas were compared to nearby standard metropolitan statistical areas (SMSA's) in terms of their commuting and migration patterns, training programs, job information channels, and cooperation among agencies.

The study determined that rural counties must learn to combine their forces within a substate planning district framework so that they could offer employment and training and other services comparable to those of metropolitan labor markets. It also concluded that innovative approaches would be required to increase access to opportunities through improved transportation systems, better communications and information systems, more know-how, the efficient use of revenue sharing funds, and the sharing of complementary public facilities.

November 1975

NTIS PB246936/AS

4-008 The Transition to CETA in Ohio: An Analysis of Implementation (Phase I), Maximizing CETA Goal Achievement Through Prime Sponsor Management Systems (Phase II), and Areawide Planning in CETA (Phase III)

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Randall Ripley

Grant 21-39-75-10
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; MONITORING OF CETA PROGRAMS; PRIME SPONSORS (CETA); PRIME SPONSORS' PLANNING COUNCILS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; MONOGRAPHS; OHIO

Conclusions from this study were based on extensive field work in 32 prime sponsorships and aggregate data on all 446 prime sponsorships. The broadest conclusion was that CETA program performance at the local level was not highly constrained. Local decisionmakers, particularly local professional staff members, had a great deal of latitude in choosing different options as they designed delivery systems and a great deal of influence in determining who got served and how well the programs performed.

Unemployment, the history of pre-CETA programs, demographic composition of the community, the nature of participants served, and the activities of Department of Labor (DOL) regional offices were all found to be only very weak constraints on program choices and performance.

Program performance was, however, significantly affected by factors over which local managers had considerable control: Program mix; programmatic priorities; and management decisions and followthrough in the areas of staff quality, data collection and use, monitoring and evaluation of programs, degree of subcontracting for service delivery, use of requests-for-proposals for subcontracting, open decisionmaking centered in the advisory council, and conflict management strategies.

A number of specific recommendations based on the findings and observations of the study, and relevant both to DOL and prime sponsors, were made.

A third phase of this project, "Areawide Planning in CETA", will focus on different forms of areawide planning for local labor markets as a critical feature of comprehensive planning and program operations by prime sponsors. The study will be done on the context in which areawide planning is set and what program results are associated with different kinds of planning actions. Indepth analysis will be made of the links between different kinds of planning systems and program results.

THE IMPLEMENTATION OF CETA IN OHIO

September 1976

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 44

CETA PRIME SPONSOR MANAGEMENT DECISIONS AND PROGRAM GOAL ACHIEVEMENT

September 1976

NTIS PB266369/AS
ETA R&D MONOGRAPH NO. 56

4-009 Planning and Implementation of PSE Title VI Expansion Projects

MDC, INC.
CHAPEL HILL, N.C.

George B. Autry and R. C. Smith

Contract 21-37-77-38
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PRIME SPONSORS (CETA)

Under the Emergency Jobs Program Extension Act of 1976, CETA prime sponsors were required to develop public service employment projects utilizing low-income, long-term unemployed workers and AFDC recipients. The primary objective of this study is to identify structural and operational problems encountered in program design and implementation, as well as to provide information needed to refine procedural and operational guidelines. Specifically, the study is assessing: (1) The experiences of prime sponsors in expanding title VI programs, with emphasis upon factors influencing their response to a new national program initiative; (2) the extent to which the fiscal 1977 expansion met national policy objectives; and (3) the extent to which selected exemplary projects met their dual objectives of creating jobs and supplying needed community services.

4A 2. LINKAGES WITH OTHER AGENCIES AND PROGRAMS

4-010 An Experimental Training Program for Rural Southern Heads of Households with Low Marketable Skills

TUSKEGEE INSTITUTE
TUSKEGEE, ALA.

Contracts MDS 20-64 and 82-01-66-35
Project completed fiscal year 1971

Descriptors: BLACKS; UNIVERSITIES AND COLLEGES; TRAINING EFFECTIVENESS AND IMPACT; RURAL AREAS; ALABAMA

This report details the problems, activities, and findings of a project to provide training, counseling, and eventual employment to 121 unemployed and underemployed family heads living in rural Alabama.

Trainees attended classes for 6 months to 1 year to improve their communications and arithmetic abilities and received training in one of four skills (brick masonry, carpentry, meat cutting, and nursing aid) as well as guidance toward a better adjustment to employment. Most trainees were placed after training, and about 80 percent of those who could be followed up were employed 6 months later. Of these, four out of five were rated as satisfactory workers by their employers.

The project was one of eight designed to determine the effectiveness of using predominantly black colleges as training centers for unskilled, culturally deprived, unemployed persons from nearby areas. The other projects were: Bluefield State College, contract MDS 18-64; Florida A&M University, contracts 82-09-38 and 82-10-66-41; Michigan Catholic Conference, MDS 14-64 and 82-21-57; Morgan State College, MDS 8-64; North Carolina A&T College, 82-32-39 and MDS 32-64; Northern Michigan University, MDS 41-64; and Tennessee A&I State University, 82-45-66-27 and 82-41-32.

A follow-up study of the projects, "An Evaluation of Eight E&D Manpower Training Centers" was made by the Bureau of Social Science Research for the Office of Evaluation of the Manpower Administration (contract 83-08-03).
1971

NTIS PB199158/AS

4-011 PROJECT MACTAD (MOBILE AREA COMMITTEE FOR TRAINING AND DEVELOPMENT)

MOBILE AREA COMMITTEE FOR TRAINING AND DEVELOPMENT, INC.
MOBILE, ALA.

Contract 82-01-66-89
Project completed fiscal year 1971

Descriptors: EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; INDIGENOUS PERSONNEL; SUPPORTIVE SERVICES; ALABAMA, MOBILE

In this project, the aim was to demonstrate the effectiveness of a grass-roots organization in mounting a comprehensive manpower program and in training local leaders. A substantial number of staff members came from the target group of unemployed and underemployed persons. Clients received skill training and supportive services to help them cope with their domestic, legal, medical, and financial problems.

The project had a significant impact on the community, and its methods may be useful for other local programs.
1971

NTIS PB199488/AS

4-012 MANPOWER IMPROVEMENT THROUGH COMMUNITY EFFORT—MITCE

NORTH CAROLINA FUND
DURHAM, N.C.

Contract 82-35-67-11
Project completed fiscal year 1971

Descriptors: FARMWORKERS; RURAL AREAS; PARAPROFESSIONALS; SERVICE DELIVERY SYSTEMS; TRAINING; POVERTY AREAS

This project grew out of an earlier project by this contractor (82-32-30) which tested several approaches to assistance for the disadvantaged rural residents in six counties. These included: (1) Whether and how resources of rural areas could be assembled to conduct and support job training; (2) how an outreach effort could bring information to persons geographically isolated and unaware of, or unwilling to seek, available services; (3) how emerging community action agencies could provide supporting services especially in family problems relating to employment; and (4) how nonprofessionals, serving as problem finders, might supplement the problem-solving activities of professionals.

This current project focused more sharply on the vocational problems of tenant farmers. It sought also to evaluate the use of nonprofessionals in a rural program and to determine whether techniques useful in a rural setting might aid recent rural migrants to urban areas.

Many problems were encountered—including staffing, interrelationships with the newly established community action agencies, conflicts in administrative authority, merging professionals and nonprofessionals into a team, development of training, too few adequate job opportunities for women, and transportation and housing needs. Some of these problems were solved; others were not.

What emerged were many insights into problems of rural poverty. In addition, the report contains detailed informaton on establishing a rural outreach program.
1971

NTIS PB199174/AS

4-013 THE UNIVERSITY AND MANPOWER EDUCATIONAL SERVICES: AN EXPERIMENTAL AND DEMONSTRATION PROJECT

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

J. Earl Williams

Contract 82-46-67-15
Project completed fiscal year 1972

Descriptors: STAFF TRAINING; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; INTERSYSTEM LINKAGES; CURRICULUMS; UNIVERSITIES AND COLLEGES; TEXAS, HOUSTON

The purpose of the Manpower Educational Services Project was twofold: (1) To explore the effectiveness of a university's educational capability and position in the community in contributing to the understanding and functioning of the employment and training programs in its geographic area; and (2) to establish, with State and local support and financing, a permanent employment and training center.

The project, established at the University of Houston, developed programs in four major areas: The small college employment and training lecture series, the Houston employer program, employment and training conferences, and staff development programs. Illustrative of the programs was a conference held in November 1967 to spread the experience of the five pilot programs on Human Resources Development, with special emphasis on Houston's successful outreach technique (contract 82-46-67-14). The conference was attended by officials of the Employment Service and the Office of Economic Opportunity from 12 Southern States.

The Center for Human Resources evolved into a permanent center which offers the community technical assistance, training and orientation, information services, and research services. It developed a college curriculum in employment and training for the fall of 1971.

The objectives of the project were achieved, and it was concluded that it is possible to take a relatively small contract which requires services integral to the development of an employment and training center, and, given time, achieve a secondary and more important long-run objective—the development of a major and permanent employment and training resource in the form of an employment and training center on a university campus.

Guidelines for the Development of Manpower Educational Services in the University was prepared to provide an explanation

and an example of how one university faced the changing concept of employment and training.
1972

NTIS PB202116/AS

GUIDELINES FOR THE DEVELOPMENT OF MANPOWER EDUCATIONAL SERVICES IN THE UNIVERSITY
1972

NTIS PB206533/AS

RETOOLING OUR HUMAN RESOURCES FOR THE SPACE AGE
1972

NTIS PB199081/AS

4-014 Jobs for Jacksonville

JACKSONVILLE AREA CHAMBER OF COMMERCE
JACKSONVILLE, FLA.

Grant 92-10-68-03
Project completed fiscal year 1969

Descriptors: INTERSYSTEM LINKAGES; INTERAGENCY RELATIONS; CONCENTRATED EMPLOYMENT PROGRAM

In this project, the grantee acted as a stimulating and liaison agent for business organizations, community leaders, and public agencies in attempts to open up job opportunities for disadvantaged workers. Staff of the project participated in setting up the local Concentrated Employment Program, capitalizing on the groundwork laid under the grant. The report outlined techniques used in working with the Mayor of Jacksonville and his Advisory Panel on Employment, which was instrumental in solving some of the problems and achieving some of the successes in this experimental project for involving a business organization in programs to help disadvantaged workers find jobs.
1969

NTIS PB203530/AS

4-015 An Exploratory Study of Interorganizational Relations

CORNELL UNIVERSITY
ITHACA, N.Y.

David J. Rogers, Faith Kortheuer, and Roslyn Menzel

Contract 81-34-68-39
Project completed fiscal year 1970

Descriptors: INTERAGENCY RELATIONS; PLANNING AND ADMINISTRATION; INTERSYSTEM LINKAGES; POVERTY; ECONOMIC DEVELOPMENT; NEW YORK, NEW YORK; PENNSYLVANIA, PHILADELPHIA; OHIO, CLEVELAND

This pilot study of the capacity of city government to mount efficient and effective socioeconomic development programs was conducted in New York City, Philadelphia, and Cleveland. It was concerned with the types of administrative structures and strategies that work or do not work, why they work well or badly, how those that are ineffective can be changed, and how various characteristics of cities (size, economic base, interest group coalitions, and political party structure, for example) affect their capacity to consolidate and decentralize antipoverty programs.

Considering the differences in the cities' sizes, there were, of course, wide differences in the magnitude of their socioeconomic problems and the scale and diversity of programs to alleviate these problems. There was also a profound divergence in the extent to which a coalescence of interests had occurred in connection with antipoverty programs. Despite this diversity, success in reversing urban decay in all three cities was found to be contingent on formation or broadening of an urban coalition—big business, universities, foundations, city hall, ghetto-based and other civic groups, and some unions.

Based on the findings of this exploratory study, further research was undertaken to develop a conceptual scheme and to recommend organizational techniques and arrangements that would improve the efficiency and effectiveness of employment and training programs (see contract 81-34-69-16).

NTIS PB184848/AS

4-016 Development of a Model University Human Resources Program

UNIVERSITY OF ILLINOIS
URBANA, ILL.

Melvin Rothbaum and Walter Franke

Contract 81-15-69-07
Project completed fiscal year 1972

Descriptors: INTERSYSTEM LINKAGES; UNIVERSITIES AND COLLEGES; PLANNING AND ADMINISTRATION; ILLINOIS

When budget constraints prevented the planned establishment of a human resources program at the University of Illinois as a model for other universities, this study pursued the question of how educational resources and skills might be organized and applied to State and local governmental employment and training activities.

The study pointed out several obstacles to establishing and continuing an effective State-University relationship in employment and training activities: (1) The dispersion of responsibility for relevant functions among many units of State government and the corresponding difficulty of identifying the planning and operating units for key activities; (2) the lack of a centralized agency with the capacity and authority to exercise the overview function for the State's employment and training activities; (3) the need for upgrading the status of State entities that could readily work with a university, as for example, the Cooperative Area Manpower Planning Research Subcommittee; and (4) the lack of new resources to enable a university to develop the capacity for adequately serving the State's needs with respect to employment and training activities.
1972

NTIS PB202817/AS

4-017 Interorganizational Relations and Inner-City Manpower Programs

NEW YORK UNIVERSITY
NEW YORK, N.Y.

David J. Rogers and Roslyn Menzel,

Contract 81-34-69-16
Project completed fiscal year 1972

Descriptors: INTERAGENCY RELATIONS; SERVICE DELIVERY SYSTEMS; INNER-CITY RESIDENTS; PLANNING AND ADMINISTRATION; INTERSYSTEM LINKAGES; COOPERATIVE AREA MANPOWER PLANNING SYSTEM (CAMPS); NEW YORK, NEW YORK; OHIO, CLEVELAND; PENNSYLVANIA, PHILADELPHIA

How politics and administration affect the delivery of employment and training services was the subject of this 2-year comparative study of inner-city agencies in Cleveland, New York, and Philadelphia. (For an earlier study by the same researchers, see contract 81-34-68-39.) The main source of data was intensive interviews with top agency officials and program directors, academic consultants, and citizen groups. Three main issues were examined: (1) Conflicts between the mayor and the governor and between the mayor and suburban and county officials; (2) political-managerial conflicts among commissioners, program directors, and other civil servants who actually administer programs; and (3) competing claims by various client groups for programs and services.

The three cities differed in the extent of program coordination—one far along the way to developing a unified delivery system; another fragmented and the least far along; and the other somewhere in between.

An important feature of the most coordinated delivery system was that it existed outside city hall. Continued conflicts between the mayor and suburban politicians, the short mayoral term of office, a city council representing various local neighborhood needs and interests which would delay and block citywide programs, and the general divisiveness between the city and county organizations made it senseless to have the mayor and city hall as the center of a coordinated delivery system. Instead, an elite establishment base—metropolitan area employers and top officials of the public employment service, the board of education, and the city's public and private employment and training agencies—initiated and sustained the necessary linkages that pulled together all the main "downtown" institutional participants. This led the researchers to recommend that when conditions do not justify city hall as a prime sponsor, and it is not possible to have a joint city-suburban consortium of mayors, a nonprofit corporation model including all the main institutional participants and large employers is a viable option.

The second city's situation was described in the report as "a manpower jungle," with various coalitions of city government, employment and training agencies, educational institutions, community groups, and others reflecting differences in religion, ethnicity, social class, and outlook. The resulting fragmentation, duplication, political in-fighting, and inefficiency warranted, in the opinion of the author, another type of model involving all of the major power centers—city hall, businessmen, board of education, public and private employment and training agencies, ghetto agencies, and other private sector groups—no one of which should be a prime sponsor, yet tied together by respected organizations in the city.

The analysis of the remaining city focused on the efforts of one agency to design and implement a comprehensive employment and training system. While progress had occurred, the researchers concluded that no particular agency was qualified as a prime sponsor, and that the Cooperative Area Manpower Planning System (CAMPS) mechanism should become the center of policy and program planning for the city.

Guidelines for improving employment and training services generic to all of the cities in the study were suggested.
1972

NTIS PB211085/AS

4-018 A Study of Black Colleges to Determine Their Capability to Deal with the Problems of Unemployment, Underemployment, and Job Training

B&C ASSOCIATES, INC.
HIGH POINT, N.C.

Robert J. Brown

Contract 20-37-73-15
Project completed fiscal year 1973

Descriptors: UNIVERSITIES AND COLLEGES; BLACKS; JOB PLACEMENT; ON-THE-JOB TRAINING (OJT)

This project surveyed 12 black colleges to determine the interest and capabilities of these schools to aid the communities in which they are located to alleviate problems of minority unemployment, underemployment, job training, and welfare dependency. The contractor interviewed presidents of the colleges, faculty, students, and community leaders. He also reviewed reports assessing each college's physical facilities and other relevant information.
August 1973

NTIS PB222814/AS

4-019 Community Planning for Human Resource Development

CITY AND COUNTY OF SAN FRANCISCO
SAN FRANCISCO, CALIF.

Robert J. Greene

Grant 21-06-74-18
Project completed fiscal year 1976

Descriptors: EDUCATION; INDUSTRIAL TRAINING; STATE AND LOCAL GOVERNMENTS; INTERSYSTEM LINKAGES; PRIME SPONSORS (CETA); TECHNICAL SCHOOLS; CALIFORNIA, SAN FRANCISCO

The objective of this project was to determine whether and how local employment and training programs could link their planning and resources with planning and resources in related areas of human resource development.

The project identified factors affecting consultation and cooperation in human service programing. Through actual field testing and work with State and local agencies, responsive mechanisms were designed. The project recorded, analyzed and reported on dynamic elements of effort that appeared to be generalizable and applicable to community planning in large urban centers.
September 1975

NTIS PB247793/A

4-020 Legal and Administrative Impediments to Cooperation Between Local Sponsors of WIN and CETA Programs

LEGAL RESOURCES, INC.
WASHINGTON, D.C.

James L. Feldesman

Grant 21-11-74-31
Project completed fiscal year 1975

Descriptors: WORK INCENTIVE (WIN) PROGRAM; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); INTERAGENCY RELATIONS

The objectives related to an investigation of threshold issues and problems associated with a close alliance between WIN and CETA. Specifically, the project sought to: (1) Find limitations imposed by Federal, State, and local law; (2) define constraints and problems; and (3) identify program limitations. The investigation included an examination of relevant literature, discussions with knowledgeable individuals, and onsite observations and investigations.

Basically, the report found that a closer merger of CETA and WIN programs was feasible, although it found certain systematic and mechanical differences between the two programs that made such a merger difficult. The report recommended that pilot or demonstration projects aimed at achieving a merger or closer coordination be undertaken and also recommended ways of surmounting the current impediments to such a merger.
January 1975

NTIS PB258904/AS

4-021 Rural Employment Outreach Experimental and Demonstration Project (Tennessee-Tombigbee Project)

THE NATIONAL RURAL CENTER
WASHINGTON, D.C.

Kenneth Johnson and Curtis Toews

Grant 21-11-76-06
Project still in progress

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; RURAL AREAS; AFFIRMATIVE ACTION PLANS; PUBLIC UTILITIES; INTERSYSTEM LINKAGES

The objective of this grant is to develop and test the feasibility of a model rural employment outreach and areawide affirmative action plan. In testing the model, the grantee is determining the efficacy of outreach and startup training concepts as a means of increasing employment opportunities for rural minority workers on major public works projects. To accomplish this, the grantee is developing a formal process of measurement, recruitment, training, and placement of local rural workers for the Tennessee-Tombigbee Waterway Development Project and comparing it with the McClellan-Kerr Arkansas River Navigation Project, which has no such plan. This is an anticipated 3-year effort. In the first phase, the grantee collected baseline data for later comparison of the two public works projects and attempted to formalize the model based on the DOL-funded experimental project of recruitment, training, and placement that is ongoing at one site. Later, the grantee will attempt to implement the "model" at additional sites.

RURAL JOBS FROM RURAL PUBLIC WORKS: A RURAL EMPLOYMENT OUTREACH EXPERIMENTAL AND DEMONSTRATION PROJECT, PHASE ONE, FEBRUARY 1, 1976, TO JANUARY 31, 1977

Lamond Godwin, Curtis Toews, Kathryn Baker, and John Cornman
October 1977

NTIS PB283093/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

RURAL JOBS FROM RURAL PUBLIC WORKS, PHASE TWO FEBRUARY 1, 1977, TO JANUARY 31, 1978

Curtis Toews, Kenneth Johnson, Kathryn Baker, Thomas Till, Walter Davis, and John Cornman
January 1978

NTIS PB283314/AS
Also available from the National Rural Center, 1828 L Street, N.W., Suite 1000, Washington, D.C. 20036.

4-022 FEASIBILITY STUDY TO DEVELOP A MODEL FOR FURTHERING THE INVOLVEMENT OF PRIVATE INDUSTRY WITH CETA SPONSORS, ESPECIALLY IN TRAINING

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Herbert R. Northrup

Grant 21-42-77-02
Project completed fiscal year 1977

Descriptors: CETA PROGRAMS; EMPLOYABILITY DEVELOPMENT; OCCUPATIONAL TRAINING; VOCATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT; PRIVATE INDUSTRY; INTERSYSTEM LINKAGES; PENNSYLVANIA, PHILADELPHIA

The researchers examined the practices of prime sponsors in the Philadelphia area with respect to participation of private industry in CETA programs. Major findings were:

(1) Such participation depended on the attitude of employers and sponsors toward each other, and their past experience in working together, rather than on the presence of employers on advisory councils. In fact, most companies represented on the councils did not hire CETA enrollees.

(2) There was some reluctance on the part of prime sponsors to actively involve the private sector in the planning process.

(3) The quality of occupational training provided by private industry was generally superior to that achieved through other means.

(4) Some CETA staff members had inadequate knowledge of the business environment; this constituted a handicap in attempts to place the disadvantaged in private sector jobs.

The authors presented a model for successful involvement of the private sector. Some of the elements of the model were:

(1) The political climate should be favorable. The prime sponsor should be interested in private industry placements and must communicate this interest to the staff.

(2) The skills training segment of the program must be under industry control.

(3) Job-related supplementary services should also be under industry control.

(4) Skill training should be in an institutional setting, which should simulate the industrial setting insofar as possible.

(5) Final selection of trainees should rest with the company doing the training, although "creaming" should not be permitted.

(6) There should be an assured demand for skills for which people are to be trained.

July 1977

NTIS PB270570/AS

4-023 INVOLVING PRIVATE EMPLOYERS IN CETA PROGRAMS: A CASE STUDY

THE CONFERENCE BOARD
NEW YORK, N.Y.

Leonard A. Lecht

Grant 21-36-77-08
Project still in progress

Descriptors: CETA PROGRAMS; PRIVATE INDUSTRY; PRIME SPONSORS (CETA); INTERSYSTEM LINKAGES

The grantee is conducting intensive case studies of nine prime sponsors with records of successful cooperation with business firms. Data are also being obtained from approximately 50 firms in the areas served by these sponsors, as well as from regional and national ETA officials.

The end product of the study will consist of an analytic report assessing the economic, organizational, political, and social factors facilitating private sector involvement in CETA programs. The report will identify "best practice" approaches that foster greater employer participation in specific environments. Special attention will be given to approaches that have proven successful in local labor markets with above-average unemployment levels. Consideration will also be given to the significance of the findings for changes in national regulations and policies, such as incentive tax credits, that could increase the attractiveness of the programs to employers.

4-024 RESEARCH ON COMMUNITY BASED ORGANIZATIONS IN CETA PROGRAMS

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Lawrence N. Bailis

Contract 20-25-78-22
Project still in progress

Descriptors: PRIME SPONSORS (CETA); MINORITIES; SERVICE DELIVERY SYSTEMS; CETA SERVICES AND PLANNING

This is a 12-month project to examine prime sponsors' use of community-based organizations (CBO's) in training minority group clients under CETA. Current trends in the relationship between prime sponsors and CBO's will be surveyed to determine whether the scope of training and employment services to minorities has been affected and, if so, how.

4A 3. SPECIAL PROGRAM COMPONENTS

4-025 Increasing the Employablity of Applicants in Professional Occupations

BUREAU OF EMPLOYMENT SECURITY, PLACEMENT OFFICE DIVISION, U.S. DEPARTMENT OF LABOR WASHINGTON, D.C.

Contract 82-09-66-81
Project completed fiscal year 1971

Descriptors: PUBLIC EMPLOYMENT SERVICE; PROFESSIONALS; JOB PLACEMENT; PROGRAM DESIGN; MASSACHUSETTS

This project was designed to show that intensive individualized services—special diagnostic techniques, remedial services, and job development—would increase the employability of applicants for professional jobs who were not competitive in the current job market. The project was developed and conducted by the Massachusetts Division of Employment Security, with assistance from an economics professor at a nearby university and guidance, especially on personnel problems, from an advisory committee representing a variety of business, academic and government organizations.

The report on the project describes the project and how its findings might be applied to employment service activities. The findings support the original premise that the Employment Service could improve its placement record for professional applicants by providing intensive services.
1971

NTIS PB199179/AS

4-026 An Outreach Demonstration: A Component of a Manpower Program

NEIGHBORHOOD CENTERS ASSOCIATION HOUSTON, TEX.

Contract 82-46-67-14
Project completed fiscal year 1969

Descriptors: EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; RECRUITMENT; INDIGENOUS PERSONNEL; INNER-CITY AREAS; PROGRAM DESIGN

This outreach project was conducted by the Neighborhood Centers Association—a 60-year-old social welfare agency with a history of innovation—with cooperation from the State employment service. The project, which was one of five pilot programs for Human Resources Development, had four phases:

1. Preliminary preparation of the neighborhoods for introduction of the program.
2. Planned, progressive, total neighborhood, door-to-door recruiting by residents of the area.
3. Intake interviews by indigenous workers.
4. Flexible, supportive, reasonably frequent followup focused on selectees' needs.

It was found that: (1) A geographic approach to recruiting had definite advantages; and (2) supervision of indigenous workers required firm direction but also flexibility.
1969

NTIS PB199764/AS

4-027 Model Employment Component of a Model Neighborhood Under the Demonstration Cities Act of 1966

PLANNING RESEARCH CORP. WASHINGTON, D.C.

Norman H. Jones, Ray Waltman, Robert Riggs, and James Reagan

Contract 81-05-68-07
Project completed fiscal year 1968

Descriptors: PLANNING AND ADMINISTRATION; DATA SOURCES AND USE; INNER-CITY RESIDENTS; PROGRAM DESIGN

In this project, a planning component was developed for the employment, training, and job-related activities of a Model Neighborhood plan under the Demonstration Cities Act of 1966. The project used data for Philadelphia, but the plan was designed to serve as an example and guide for other cities. The study simulated some of the problems which might be encountered elsewhere and suggested possible techniques and data sources for use in other situations.

The plan consisted of four sections:

1. An analysis of the existing situation in the Model Neighborhood, including information on employment, education, problems, and resources.
2. A 5-year plan for the Model Neighborhood, with strategies and goals.
3. A first-year plan for the Model Neighborhood, with strategies and goals.
4. A review of the planning process, with recommendations for improved utilization of resources.

1968

NTIS PB183782/AS

4-028 A Systems Approach to a Taxonomy of Disadvantagement

MANPOWER SCIENCE SERVICES, INC. ANN ARBOR, MICH.

Percy Bates

Contract 51-24-70-01
Project completed fiscal year 1973

Descriptors: TAXONOMY; DISADVANTAGED; ATTITUDES; SERVICE DELIVERY SYSTEMS; ASSESSMENT AND EVALUATION; PROGRAM DESIGN

This project attempted to develop a classification system which employment and training programs could use to increase their efficiency by providing only those services which a disadvantaged client can use and by making successful placements of more clients. The researchers examined three approaches to the classification of disadvantagement, based on: (1) Measurements of a client's traits; (2) historical/genetic analysis of the psychological consequences of the client's early deprivation; and (3) analysis of the client's "behavior in situations" to identify ineffective interactions between the client and the situations he or she encounters in the program. The last was considered the most promising.

Combining this behavior-in-situations taxonomy with a systems approach, the researchers outlined how the staff of an employment or training agency could use analyses of the objectives and elements of each agency process (intake, training, counseling, and job placement, for example) and their relationship to client characteristics as a basis for pinpointing problems which interfere with the timely achievement of the different objectives. Since the objectives can also serve as criteria for monitoring client progress and evaluating staff, they can be used as tools for devising strategies for altering either the process or those client characteristics (interest, capability, and/or expectancy) which interact negatively with the process. Illustrative applications of the method were provided.

The report discussed the organizational characteristics which agencies need to implement the recommended scheme and the research questions which must be answered before the system can be put into operation.

Percy Bates, Don K. Harrison, and Jesse E. Gordon
April 1973

NTIS PB221697/AS

4-029 Demonstration of Manpower Development Centers in North Carolina Communities

NORTH CAROLINA MANPOWER DEVELOPMENT CORPORATION
CHAPEL HILL, N.C.

Contract 82-35-70-01
Project completed fiscal year 1972

Descriptors: ORIENTATION; PREVOCATIONAL TRAINING; SUPPORTIVE SERVICES; TRAINING CENTERS; PROGRAM DESIGN; NORTH CAROLINA

This project tested the effectiveness of a prevocational training package through the operation of two human resource development centers, one rural and one urban, in North Carolina. The report, which can be used as a "how to" manual for planning and administering a prevocational training program, directly leading to entry-level employment, describes the experiences and findings at these two centers over a 1-year period.

The prevocational training curriculum—classes in English, math, motivation, jobseeking, jobholding—was augmented by outreach, supportive services, job development, and placement after graduation. The urban center also offered classes at night for underemployed individuals.

Comparative analysis of the two-center operation and the handbook treatment of experiences and documentation produced a number of recommendations. They cover such matters as obtaining data from employers, the provision of stipends or training allowances, estabishing an advisory council, job development and placement, and counseling followup.

A prevocational training center package has been developed which can be utilized in other institutions. Assistance is being provided in a 1-year pilot run of the program at a community college within the State. In addition to providing technical assistance for a planned grafting of the center concept onto the State's community college system, further experimentation and refinement at both demonstration centers is being continued.

VOL. 1

NTIS PB201161/AS

VOL. 2, STATISTICAL AND APPENDIX MATERIALS

NTIS PB201162/AS

4-030 Vocational Resource Center

WASHINGTON STATE EMPLOYMENT SECURITY DEPARTMENT
OLYMPIA, WASH.

Charles Kester

Contract 82-51-70-09
Project completed fiscal year 1973

Descriptors: ALCOHOLICS; CORRECTIONS; INDIANS; CASUAL LABORERS; PROGRAM DESIGN; INTERSYSTEM LINKAGES; PUBLIC EMPLOYMENT SERVICE; WASHINGTON

This demonstration effort was designed to examine the potential for and the capability of a public employment system to administer a vocational resource center which utilizes community resources applicable to the recovering alcoholic and provides coordination among various organizations and groups to insure continued employment of the postrelease alcoholic after MDTA training.

The report details the relationship established between the Washington State Employment Security Department and the Cedar Hills Alcoholism Treatment Center to provide a full range of services for the "revolving door," chronic alcoholic. It also discusses the successful attempts to tie in various other community groups and agencies relevant to the after-care program designed for the individual after detoxification. Emphasis is placed on the types of resources to be brought together to develop a comprehensive rehabilitation program.

Also described is the research methodology utilized to measure program success as well as patterns of recidivism and partial regression.

The major conclusions are: (1) The project's validity was attested by its high rate of rehabilitation (five times reported rates for other efforts with comparable clientele) as well as its strong favorable impact on community sectors having alcoholism responsibilities. (2) Basing both research and program operation on the same conceptual rationale was not only found to be sound, but also led to an action research model which promoted an interchange of ideas and resulted in a constantly evolving and improving program. (3) The autonomous client-oriented center with a philosophy of self-help and with a professional-paraprofessional team approach can be effectively utilized for special disadvantaged populations.

ETA

4-031 An Attempt to Change a Department of State Government Through Legislation: The California Job Agent Program

CALIFORNIA STATE ASSEMBLY
SACRAMENTO, CALIF.

Bruce C. Ogden

Contract 82-05-70-25
Project completed fiscal year 1973

Descriptors: JOB AGENT SYSTEM; SERVICE DELIVERY SYSTEMS; PROGRAM DESIGN; HUMAN RESOURCE DEVELOPMENT POLICY; STATE AND LOCAL GOVERNMENTS; CALIFORNIA

This project assessed the effectiveness of California's "job agents" (the unique personnel resource and labor function established by the State's 1968 comprehensive employment and training legislation) in meeting the needs of disadvantaged persons who are not job ready and require intensive services to develop their employment potential and find jobs. It examined the work of 140 job agents at eight multiservice centers of California's Department of Human Resources Development. Data were collected and analyzed on: The job agents—their attitudes, styles of operation, activities, and results of activities; the centers—the environment in which the job agent operated, the resources available to the job agent, and the job agent's clients; and client characteristics—the services they received, the outcomes of their training, and job placement.

In addition, the project analyzed the problems confronting the State employment service in meeting the requirements of the new comprehensive employment and training system and its efforts to solve these problems.

Several recommendations were made to policymaking bodies interested in employment and training.

R. William Hauck, David Roberts, Bruce C. Ogden, Harvey Ross, Doris Martin and Curtis C. Aller
July 1974

NTIS PB237433/AS
Available from California State Assembly, Office of Research, Room 111, 1116 Ninth Street, Sacramento, Calif. 95814.

4-032 Crucial Elements in Manpower Planning

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Garth L. Mangum

Grant 92-49-72-16
Project completed fiscal year 1974

Descriptors: STATE EMPLOYMENT AND TRAINING SERVICES COUNCIL (CETA); COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; PROGRAM DESIGN; UTAH

The objective of this grant was to produce two reports: (1) Planning guides for relocation assistance programs as compo-

nents of comprehensive State and local employment and training programs; and (2) assessment of the objectives and performance of a model State and local employment and training planning system.

The planning guides were developed by reviewing materials from reports of relocation projects which were conducted prior to the funding of this grant. The grantee also made site visits to three current projects.

The Utah State Manpower Planning Council has the longest continuing operational experience of any State or local government planning organization. While Utah was not the first State to endorse a centralized planning effort, it was the first to implement such an effort and give it an operational posture. It thus provided a useful comparison point. Characteristics of effective and ineffective employment and training planning were determined by identifying critical variables of the Utah experience and comparing them with other State and local employment and training planning activities.

The initial "Assessment of the Objectives and Performance of a Model State and Local Manpower Planning System" report draft found the following variables to be critical: (1) High level support from key elected officials; (2) support from high level agency administrators; (3) "clout"; (4) a process orientation; (5) labor market scope; (6) public member advocacy; (7) disinvolvement from delivery; (8) staff competence; and (9) management through the budget.

James W. Sawyer
1974

NTIS PB256281/AS

4A 4. STAFFING AND STAFF TRAINING

4-033 Counselor Development in American Society—Conference Recommendations from Invitational Conference on Government-University Relations in the Professional Preparation and Employment of Counselors (Washington, D.C.,

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

John F. McGowan

Contract 81-24-16
Project completed fiscal year 1966

Descriptors: EMPLOYMENT AND TRAINING PROGRAM STAFFING; COUNSELING AND GUIDANCE; STAFF TRAINING; UNIVERSITIES AND COLLEGES

The problem of achieving an adequate supply of professional and related technical personnel in the field of counseling was studied in a conference in Washington, D.C. held June 2-3, 1965. The project resulted in a set of guidelines which contribute to a better understanding and more effective relations between the Federal Government and universities in dealing with employment problems in counseling and related services.

The report included the conference recommendations, a number of invited papers and work-study papers on particular aspects of the conference topic, and additional background materials.
1965

NTIS PB177413/AS
Also available from ERIC—ED 016136

4-034 Extending Employment Services to Older Workers Through Neighborhood Centers Manned by Volunteers

BUREAU OF EMPLOYMENT SECURITY, U.S. DEPARTMENT OF LABOR
WASHINGTON, D.C.

Contract 82-09-66-82
Project completed fiscal year 1971

Descriptors: EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; OLDER WORKERS; VOLUNTEERS; EMPLOYMENT SERVICE STAFF; PUBLIC EMPLOYMENT SERVICE; KENTUCKY, LOUISVILLE; CALIFORNIA, SACRAMENTO

Special centers were established in the State employment service offices in Sacramento and Louisville to: (1) Increase employment services to unemployed older workers; (2) find and develop job opportunities in the neighborhood over and above those normally listed in the public employment service; and (3) test the feasibility of volunteer staffing.

The experiment demonstrated the feasibility and economy of using volunteer-staffed centers but showed also that full-time professional supervision was essential. Based on the results of this program, the Manpower Administration urged the establishment of volunteer service activity by State employment service agencies.
1971

NTIS PB199523/AS

4-035 A Training Manual in Human Resource Development

MISSISSIPPI STATE UNIVERSITY
STATE COLLEGE, MISS.

Contract 82-26-69-17
Project completed fiscal year 1971

Descriptors: DISADVANTAGED; EMPLOYMENT SERVICE STAFF; HANDBOOKS; MISSISSIPPI; ALABAMA

This project developed a training course and handbook for the better understanding of the disadvantaged person's needs and problems on the part of selected career employees of the employment service systems of Mississippi and Alabama.
1971

NTIS PB199482/AS

4-036 Modernizing Selection and Promotion Processes in the State Employment Service

DERRYCK ASSOCIATES, INC.
NEW YORK, N.Y.

Dennis A. Derryck

Contract 81-34-70-23
Project completed fiscal year 1971

Descriptors: EMPLOYMENT SERVICE STAFF; PUBLIC EMPLOYMENT SERVICE

This study examined staff selection and promotion policies and practices in employment service offices in four cities. On the basis of his analysis of job functions and requirements, the researcher proposed modifications of existing selection criteria and strategies.

Dennis A. Derryck and Richard Leyes
1971

NTIS PB200454/AS

4-037 The Development of a Source Book on Manpower for Use by Social Workers

COUNCIL ON SOCIAL WORK EDUCATION
NEW YORK, N.Y.

Margaret Parvine

Grant 92-34-70-13
Project completed fiscal year 1972

Descriptors: SOCIAL SERVICE EMPLOYEES; STAFF TRAINING; HANDBOOKS; INTERAGENCY RELATIONS; UNIVERSITIES AND COLLEGES

This grant explored the feasibility of having faculty members in schools of social work help master's degree candidates deepen their knowledge of employment and training problems and increase their skill in working with employment and training program personnel in restoring dependent unemployed persons to productive and useful work.

The grantee reviewed literature in social work and employment and training subjects to develop a framework for an employment and training source book; interviewed personnel in social and employment and training agencies to identify issues and problems; and surveyed schools of social work to ascertain what is being taught and in what courses and to obtain copies of training materials now in use. The grantee met with representatives of the participating graduate schools and of selected undergraduate programs to obtain help in identifying materials for the source book.
April 1972

NTIS PB220823/AS

4-038 Short-Term Training Program for WIN and Public Welfare Personnel

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Ina Sullivan

Grant 92-34-70-14
Project completed fiscal year 1972

Descriptors: CURRICULUMS; STAFF TRAINING; WORK INCENTIVE (WIN) PROGRAM; INTERAGENCY RELATIONS; SOCIAL SERVICE EMPLOYEES; INSTRUCTIONAL MATERIALS

This project explored the feasibility of using social work knowledge to develop a short-term program and related curriculum materials for training staffs of public welfare and WIN program agencies, as a means of enhancing their knowledge of each agency's role and function and their skills for dealing effectively with problems of welfare clients and other disadvantaged applicants.

The grantee trained program staff and supervisors of local employment and training, welfare and children's service agencies. The training was conducted in workshops, held 2 days a week for 3 weeks, to give trainees a chance to apply their learnings on the job during the rest of the week.

The report included an overview of the project's operations, an evaluation of the project's effect on the trainees and the program in which they work, and a training manual which would permit the program to be replicated at other WIN sites.
January 1972

NTIS PB211803/AS

4-039 Training Materials on Manpower Issues: Project to Enhance the Competence of Professional Social Workers

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Richard Parvis

Grant 92-27-70-15
Project completed fiscal year 1972

Descriptors: INSTRUCTIONAL MATERIALS; STAFF TRAINING; INTERAGENCY RELATIONS; WORK INCENTIVE (WIN) PROGRAM; SOCIAL SERVICE EMPLOYEES

This study focused on utilizing social work knowledge to develop a short-term program and related curriculum materials for training trainers employed by public welfare and manpower (i.e., WIN program) agencies, as a means of enhancing their skills for preparing agency staff to deal effectively with the problems of welfare clients and other disadvantaged applicants.

The grantee conducted two types of short-term training: two 1-day training programs and a 2-day intensive training program followed by periodic 1-day sessions. The two 1-day sessions—one for WIN workers and one for welfare workers—focused on the organizational differences between the work of the welfare department and that of the WIN agency (employment service). The 2-day program examined the policy statement in the WIN legislation and alternative routes to the stated objectives. Although participants in the 2-day program were relatively high-ranking personnel (WIN administrators of both Missouri and Illinois, Department of Labor staff of Washington, D.C., and other WIN researchers), the grantee concluded that they regarded themselves as powerless to influence national social policy. They assumed that their recommendations would carry no weight at higher echelons. The policy seminar also, in the grantee's opinion, confirmed a basic hypothesis of bureaucratic organization that information tended to move in only one direction, from top to bottom, and that it was virtually impossible for top-level administrators and policymakers to secure accurate and timely information from the lower operating levels.

The final report recorded the proceedings of the several training sessions and identified the theoretical formulations and findings of the study. It also included information for use in developing specific training materials.

Nancy K. Carroll and Richard Parvis
January 1972

NTIS PB211653/AS

4-040 An Assessment of the Reciprocal Contribution of Social Work Expertise and Manpower Programing

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Valerie Jorrin

Grant 92-34-70-16
Project completed fiscal year 1977

Descriptors: INSTRUCTIONAL MATERIALS; SOCIAL SERVICE EMPLOYEES; STAFF TRAINING

This grant explored and delineated the ways in which academic social work expertise and employment and training program operations contributed to and supplemented each other's roles, functions, and goals.

The grantee operated a laboratory for community programing which served as the field placement office for eight graduate students. The laboratory facilitated the assignment of these social work students in State and city employment and training components and in special assignments to the Employment and Training Administration. The approach was outlined in one report designed to facilitate use of the project's findings by social work schools and employment and training agencies, and another contained curricular materials.

TEACHING MANPOWER: A COLLECTION OF COURSES
February 1976

NTIS PB267541/AS

SOCIAL WORKERS AND MANPOWER PROGRAMS: AN EXPERIMENTAL APPROACH TO PROFESSIONAL TRAINING AND CURRICULUM DEVELOPMENT
January 1973

NTIS PB267343/AS

4-041 Employability Development Teams and Federal Manpower Programs: A Critical Assessment of the Philadelphia CEP's Experience

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Richard D. Leone

Contract 41-1-002-42
Project completed fiscal year 1973

Descriptors: ATTITUDES; EMPLOYABILITY DEVELOPMENT TEAMS; CONCENTRATED EMPLOYMENT PROGRAM; EMPLOYMENT AND TRAINING PROGRAM STAFFING; EFFECTIVENESS OF PROGRAMS; MINORITIES; DISADVANTAGED; PENNSYLVANIA, PHILADELPHIA

This study was undertaken to determine whether implementation of the Employability Development Teams (EDTs) at the Philadelphia Concentrated Employment Program (CEP) improved the manpower delivery system and subsequently enhanced the clients' economic well-being. It compared the 1970 CEP that had teams with the 1969 CEP that operated without them.

A sample of 261 clients served in 1969 and 274 served in 1970—matched on the basis of age, sex, race, education, and completion of the program—were interviewed. An open-ended questionnaire was administered to 15 team members who worked at CEP in both 1969 and 1970. A sample of 173 employers, stratified on the basis of the year or years they employed CEP enrollees, were interviewed.

The overall impact of the teams upon the program, employers, and enrollees was minimal. They did, however, improve the process of assessing the client by opening communication among team members with varying agency affiliations, and became an entity with which staff members could relate. Thus, they reduced some of the interorganizational conflict which existed between subcontracting agencies.

The most successful teams were those with the most realistic evaluation of the program and the clients' potential. The most realistic teams also had the most experience with CEP. Thus, the study has application for agencies considering the use of EDT's in the organization of services for disadvantaged clients.
November 1972

NTIS PB213790/AS

4-042 Employability Development Team Interaction Analysis: An Exploratory Study

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Paul F. Munger, David G. Smith, and Douglas W. Johnson

Contract 51-18-71-01
Project completed fiscal year 1972

Descriptors: EMPLOYABILITY DEVELOPMENT; CONCENTRATED EMPLOYMENT PROGRAM; COUNSELING AND GUIDANCE; EMPLOYMENT SERVICE MANAGEMENT; EMPLOYMENT AND TRAINING PROGRAM STAFFING; EFFECTIVENESS OF PROGRAMS; WORK INCENTIVE (WIN) PROGRAM; MINORITIES; DISADVANTAGED

The study provided information about employability development (ED) team member interaction and its effect on enrollees based on a national sample of 31 sites. It covered both the Work Incentive and the Concentrated Employment Program, and it was coordinated with a review of ED teams by the U.S. Employment Service.

Findings indicated satisfaction with the ED team approach by both enrollees and team members. Differences among job roles were found in operating philosophy, level of training, and perception of enrollees. Team members evidenced a relatively low frequency of interpersonal interaction behaviors, devalued enrollees in relation to themselves and to other team members, and favored a supportive role with enrollees. Significant response style differences occurred, but supportive and evaluative were most frequently used. Enrollees gave more favorable ratings to their ED teams than they gave to themselves. Findings at this stage imply that action is needed in order to improve enrollee self-concept, particularly as enrollee self-concept was found to be highly related to satisfaction with the program.

Cohesion was strongest in teams characterized by four members, race and sex similarity, and low levels of leader power. The study suggested that leadership should be functional rather than administrative. Individual characteristics favoring team cohesion were internality; egalitarian perception of peers; positive task orientation; and positive self-, enrollee, and peer concepts. Internality, positive self-concept, and positive enrollee concept by team members resulted in the highest satisfaction ratings by team members.

Materials from this study have been incorporated in the curriculum for regional training and staff development for ED team trainers.
November 1971

NTIS PB222074/AS

4-043 Staffing in Manpower Training Programs: A Report from the National Inventory of Manpower Programs

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Gene B. Petersen and Thomas F. Drury

Contract 82-11-71-06
Project completed fiscal year 1972

Descriptors: EMPLOYMENT AND TRAINING PROGRAM STAFFING; RECRUITMENT; PERSONNEL ADMINISTRATION

This study obtained information on the staff employed by prime contractors of employment and training projects sponsored by the Department of Labor. Data were collected and analyzed on the numbers of persons employed, salaries paid, and background characteristics of staff in these projects. Such items as educational background, employment experience, age, sex, race, and primary project duty were included.
May 1972

NTIS PB214169/AS

4-044 Pay Comparability Surveys—An Approach for State Governments

BUREAU OF LABOR STATISTICS
WASHINGTON, D.C.
AND
INSTITUTE OF PUBLIC ADMINISTRATION
NEW YORK, N.Y.

Harry Zeman, Bureau of Labor Statistics, and Alan L. Madian, Institute of Public Administration

Contracts 82-11-71-11 and 82-36-71-17
Project completed fiscal year 1978

Descriptors: SALARY COMPARABILITY STUDIES; OCCUPATIONAL STRUCTURE; WAGE STRUCTURE; WAGE DIFFERENTIALS; STATE AND LOCAL GOVERNMENTS; EMPLOYMENT AND TRAINING PROGRAM STAFFING

This project developed comparative salary survey procedures applicable at State levels, patterned after those currently used for Federal pay-setting purposes. These procedures were designed to help State governments achieve more equitable salary scales based on periodically surveyed pay rates in the general labor market.

The Bureau of Labor Statistics conducted occupational wage surveys in selected States to determine prevailing wages in the private sector. The surveys were patterned after the National Professional, Administrative, Technical, and Clerical (PATC) pay surveys which are used for Federal pay comparability purposes. The occupations covered by the PATC survey were augmented in some of the States to add greater detail. Meetings were held with State officials concerning the results and their possible application to State salaries.

A basic conclusion that emerged from the project was that application of the Federal technique could be used as a means of adjusting State salaries to achieve comparability with those in the private sector, but that special attention would be required concerning additional occupations, the size, and number of companies included in the surveys. A handbook describing the steps necessary in the conduct of these surveys was developed by BLS for the guidance of State officials who wish to conduct similar surveys. Included in the handbook is a chapter on the application of survey data to existing State salary structures.

September 1977
ETA

4-045 CLEVELAND EXECUTIVE SABBATICAL PROGRAM

METROPOLITAN CLEVELAND JOBS COUNCIL
CLEVELAND, OHIO

Theodore D. Small

Grant 92-39-72-01
Project completed fiscal year 1973

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); EMPLOYER SERVICES; EMPLOYMENT AND TRAINING PROGRAM STAFFING; OHIO, CLEVELAND

This project assessed the Metropolitan Cleveland JOBS Council's Executive Sabbatical Program, a new approach to the recruitment, development, and utilization of executives loaned to the council (the Cleveland office of the National Alliance of Businessmen) by private companies.

During the period in which the program was conducted and assessed, 13 companies lent executives, mostly young men just entering middle management, for periods ranging from 4 months to a year. All were given orientation and training, including participation in an urban affairs seminar, and were then assigned to assist the small, year-round council staff.

Data for the assessment were gathered from questionnaires completed by the executives and their company supervisors, and from documentation of meetings with the executives and council staff. It was found that loaned executives are most effective when: (1) They are recruited selectively and their skills match the needs of the NAB office; (2) they are assigned specific tasks related to their skills, interests, and company experience, and with clearly specified methods, deadlines, and long-term objectives; (3) the tasks are relatively short-term, varied, and offer measurable results; and (4) the executives receive close supervision, particularly during the early part of the sabbatical period.

The council plans to continue the executive sabbatical program, as modified by the learnings from its initial experience, and feels that it can be adapted for use by other NAB metropolitan offices.

December 1972

NTIS PB221133/AS

4-046 PROJECT FOR DEVELOPING EXPERIMENTAL AND DEMONSTRATION PROGRAMS OF TRAINING, RESEARCH, AND TECHNICAL ASSISTANCE FOR MANPOWER PROGRAM ADMINISTRATORS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Peter B. Doeringer

Grant 92-25-72-03
Project still in progress

Descriptors: ECONOMICS COURSES; WORKER DEVELOPMENT; PLANNING, RESEARCH, AND DEVELOPMENT; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; STAFF TRAINING

This project is to develop and test the feasibility of various employment and training curriculums, instructional formats, and associated research and technical assistance activities directed at indoctrinating and training present and new employment and training officials and practitioners.

Emphasis is placed on: (1) Greater exposure of program staffs to the summer institute; (2) technical assistance in designing, coordinating, and staffing the Employment and Training Administration's internal staff training activities, particularly with respect to development of curricular materials; (3) developing work-experience internships for students in the academic year program; (4) improving the design and format of the summer institute; and (5) providing continued evaluation of the experimental curriculums and regular monitoring of training needs in the Employment and Training Administration.

Accomplishments include: A 4-week pilot summer Institute in Employment and Training Administration for administrators at the Federal, State, and local levels; establishment of two academic year courses in labor economics and policy; and supportive educational services to the Labor Department's internal management training programs.

4-047 IMPLEMENTATION OF MODEL SYSTEMS FOR SELECTING EMPLOYMENT SERVICE LOCAL OFFICE MANAGERS AND INTERVIEWERS

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Michael Rosenfeld, Richard F. Thornton, William A. Gorham, and Charles Anderson

Grant 21-34-78-34 and Contracts 20-11-74-18 and 20-11-75-07
Project still in progress

Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; JOB PERFORMANCE; EMPLOYMENT OPPORTUNITIES

The objective of this project is to determine whether model selection systems for employment service local office managers and interviewers can be developed and implemented which will meet accepted professional standards and Federal guidelines for employment testing. In phase I, the contractor developed, on the basis of content or construct validity, selection instruments for two jobs: ES local office manager and ES interviewer. The selection procedures are to have a demonstrable relationship to successful job performance and exclude factors that are not job-related and that might function as biases against the employment of minority group persons and women. The contractor conducted an indepth job analysis for each of the two job categories. For those duties that were determined to be critical, the analysis described which knowledges, skills, abilities, and other characteristics were required for successful job performance. On the basis of this analysis, the contractor developed and tested selection procedures for each job class. In phase II, the researchers will develop and test methods of implementing these instruments in all 50 States, in cooperation with the U.S. Office of Personnel Management and various State ES and civil service agencies.

A CASE STUDY IN JOB ANALYSIS METHODOLOGY
September 1976

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES

NTIS PB261236/AS
Also available from Educational Testing Service, Princeton, New Jersey 08540

THE DEVELOPMENT OF SELECTION AND CRITERION MEASURES FOR THE POSITIONS OF EMPLOYMENT SERVICE INTERVIEWER AND LOCAL OFFICE MANAGER, FINAL REPORT
February 1977

Report Descriptors: JOB ANALYSIS; TESTING; EMPLOYMENT SERVICE STAFF; RECRUITMENT; MINORITIES; HIRING PRACTICES; EMPLOYMENT OPPORTUNITIES
ETA

4A 5. THE ROLE AND PERFORMANCE OF THE EMPLOYMENT SERVICE

4-048 MANPOWER AND THE PUBLIC EMPLOYMENT SERVICE IN EUROPE

BUREAU OF EMPLOYMENT SECURITY
WASHINGTON, D.C.

Alfred L. Green

Contract 81-09-66-12
Project completed fiscal year 1967

Descriptors: OCCUPATIONAL MOBILITY; BLUE-COLLAR WORKERS; PUBLIC EMPLOYMENT SERVICE; PRIVATE EMPLOYMENT AGENCIES; INTERNATIONAL STUDIES; EUROPE

Under this contract, a study was made of the role and effectiveness of the employment services in six European countries (Yugoslavia, France, Germany, Great Britain, the Netherlands, and Sweden) in implementing an active employment and training policy. During the summer of 1966, interviews were conducted with technicians and local office personnel and with administrators concerned with the operation of the public employment service in each country.

1. There was no single successful method of combination or of separation of employment service and unemployment insurance activities. In light of historical conditions and trends, continued experimentation and flexibility are desirable.
2. In all countries studied, the public employment service had been established primarily for dealing with unemployment rather than for assisting employers to find workers.
3. Independent, profitmaking employment agencies did not operate extensively in any of the countries except Great Britain.
4. Public employment services worked most efficiently when a network of offices was set up to cover the territory and the administration was decentralized to enable prompt and efficient action in local job markets.
5. The interdependence of local job markets and the existence of a composite national job market made unified direction of employment services mandatory, regardless of the intermediate organizational pattern.
6. In all countries, the local office was suborganized by program, such as placement service, accelerated adult vocational training service, and welfare service for employed workers. Within the placement service segment, suborganization was by occupation, by industry, or by type of applicant.
7. In all countries, vocational guidance literature was published and made available to young people still in school, from elementary grades through the university level. Vocational guidance activities were equally effective whether administered exclusively by the employment service or the school system.
8. The interarea clearance system operating in the European countries was more effective and less complex than the U.S. system.

1967

NTIS PB177410/AS

4-049 REPORT ON EMPLOYER SERVICES IMPROVEMENT PROJECT IN ILLINOIS AND PENNSYLVANIA

GREENLEIGH ASSOCIATES, INC.
NEW YORK, N.Y.

Wilbur E. Hobbs

Contract 82-36-71-43
Project completed fiscal year 1973

Descriptors: EMPLOYER SERVICES; PUBLIC EMPLOYMENT SERVICE; JOB LISTING; JOB DEVELOPMENT; JOB PLACEMENT; SYSTEMS DESIGN AND ANALYSIS

This 2-year project, conducted at four locations each in Pennsylvania and Illinois, was intended to demonstrate an appreciable increase in the quantity and quality of job orders and placements through local employment service (ES) offices. The major emphasis was placed on establishing and maintaining effective relationships with employers by offering increased employer services, and thereby inducing employers to use ES offices for all job openings.

At each of the eight locations, it was found that a strong program to improve employer services should include the organization of ad hoc committees of representative employers. These committees would define employer needs and point out deficiencies in the services of local ES offices, which would then be reorganized to comply with their recommendations.

Hazel McCalley, Walter Hewett, III, and Wilbur E. Hobbs.
June 1973

NTIS PB221750/AS

4-050 MANPOWER SERVICES IN THE WORKPLACE: AN EMPLOYER TECHNICAL SERVICES PROGRAM FOR A STATE EMPLOYMENT SERVICE

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Arthur W. Kirsch

Contract 82-36-71-49
Project completed fiscal year 1973

Descriptors: EMPLOYMENT SERVICE STAFF; UPGRADING; PARTICIPANT-OBSERVER METHODOLOGY; JOB ANALYSIS; EMPLOYER SERVICES

This project explored and demonstrated the usefulness of providing assistance to the Ohio Bureau of Employment Services (OBES) in the development of its proposed upgrading program. It produced reports, manuals, guidelines, and other materials which could be used in developing other employment service programs.

To aid the OBES in its upgrading project, the contractor prepared a brochure, *Upgrading Your Workforce: A Key to Productivity*, which summarized the findings of an earlier study (see 82-34-70-26). The brochure was field tested in Ohio and other selected ES offices.

The final report: (1) Outlined a program by which a State employment service could use existing resources to provide employers and their workers with a broad range of technical services to improve productivity and worker satisfaction; and (2) described the growth of the Skill Improvement Systems (SIS) project of OBES from a limited one-step upgrading approach to a broad employer technical services program.

Arthur W. Kirsch and Ann L. McLeod
February 1973

NTIS PB220136/AS

4-051 THE IMPACT OF MANDATORY LISTING ON THE LABOR MARKET ROLE OF THE PUBLIC EMPLOYMENT SERVICE

PURDUE UNIVERSITY
WEST LAFAYETTE, IND.

Joseph C. Ullman

Grant 92-18-72-08
Project completed fiscal year 1976

Descriptors: HIRING PRACTICES; MANDATORY JOB LISTING; EMPLOYER ATTITUDES; EXECUTIVE ORDER NO. 11598; JOB PLACEMENT; VETERANS; PUBLIC EMPLOYMENT SERVICE

This was a study of how Executive Order 11598, which requires Federal agencies and most Federal contractors to list most job openings with the employment service, affected employment service capability to provide needed services to applicants. It investigated the impact of the order on the number and nature of job openings listed with the employment service, the number and nature of job referrals and placements, and the timing of these effects.

The study analyzed employer experience as well as employment service operations in six States. It compared a representative sample of establishments covered with a control sample of those not covered. Employment service staff and a sample of employers were interviewed, and job listings and placements before and after initiation of the mandatory listing (ML) requirements compared.

Early indications were that firms subject to the ML requirement hired significantly more veterans, including Vietnam veterans, through the employment service than did the comparison firms not covered by the requirement. It appeared that the ML requirement was achieving its major goals of assisting veterans and increasing employment service placements.

John F. Baum and Joseph C. Ullman
September 1976

NTIS PB252616/AS

4-052 DEVELOPMENT OF PERFORMANCE STANDARDS FOR EMPLOYMENT SERVICE (ES)

E. F. SHELLEY & CO., INC.
NEW YORK, N.Y.

Stanley Applebaum and Charles K. Fairchild

Contract 20-36-74-22
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; PRODUCTIVITY; EMPLOYMENT SERVICE MANAGEMENT; LABOR MARKET AREAS; EFFECTIVENESS OF PROGRAMS

The objectives of this project were: (1) To develop a system or series of methodologies which could be used to establish output and input standards relating to the placement performance of the public employment service (ES) and (2) to analyze the factors in and improve the specification of the Balanced Placement Formula (BPF), a formula used to allocate grants to States for ES activities.

The approach and findings of the project were presented in the following four volumes: (1) The Executive Summary gives a comprehensive statement of the methods used, accomplishments, and limitations of the project; (2), Findings and Recommendations reports conclusions developed during the course of the project relative to (a) the Balanced Placement Formula (BPF), (b) the analysis of the effects of external forces on ES performance, and (c) the field tests of data collection and analysis methods to be used for establishing ES input standards; (3), Methodology Guide presents the conceptual framework, methods, and implementation plan proposed for establishing and using input and output standards; and (4) the Handbook describes procedures for data collection and analysis by ES functional activity to establish input standards.

VOL. 1, EXECUTIVE SUMMARY
August 1975

NTIS PB247428/AS

VOL. 2 (PARTS A AND B). FINDINGS AND RECOMMENDATIONS
August 1975
ETA

VOL. 3 METHODOLOGY GUIDE
August 1975

NTIS PB287293/AS

VOL. 4, HANDBOOK FOR ANALYZING LOCAL OFFICE PERFORMANCE
August 1975
ETA

4-053 AN EMPLOYMENT SERVICE RESEARCH AND DEVELOPMENT STRATEGY

CENTER FOR APPLIED MANPOWER RESEARCH
BERKELEY, CALIF.

Curtis C. Aller

Grant 21-06-74-25
Project completed fiscal year 1975

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; PLANNING, RESEARCH, AND DEVELOPMENT

The project established the feasibility of using an external organization to develop new approaches to conceptualizing and organizing an R&D strategy responsive to the needs of employment security (ES) agencies.

Project staff observed and participated in the work of selected local and State employment service offices, the national office of the Manpower Administration, and other agencies of the Federal Government. They also consulted with other researchers and representatives of the State employment security agencies through a committee of the Interstate Conference of Employment Security Agencies. They then: (1) Defined and set priorities for research and development work to be done and (2) determined feasible alternatives for translating these priorities into practical research.

Project staff recommended such research and development projects as a cost-benefit analysis of employment service operations, an examination of hiring channels and how workers find jobs, studies of the impact of the labor market on employment service performance and of employment counseling, and a new employment service data system.

Curtis C. Aller, Donald Mayall, John Mitchell, and David Roberts
March 1975

NTIS PB240551/AS

4-054 RECRUITMENT, JOB SEARCH, AND THE UNITED STATES EMPLOYMENT SERVICE

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-74-34
Project completed fiscal year 1976

Descriptors: JOB SEARCH; HIRING PRACTICES; JOB MATCHING; WORK ATTITUDES; EMPLOYER ATTITUDES; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE

The study was designed to determine reasons for use or nonuse of public employment service (ES) offices by employ-

ers and jobseekers; the frequency, nature, and intensity of use; how services meet users' expectations and needs; recommendations for improvement; attitudes toward physical location, hours of operation, and physical layout of ES offices; and how the respondents see the employment service in the context of other jobmatching resources and institutions.

Interviews were conducted with employment service personnel, employers, and jobseekers, both users and nonusers, in a representative sample of 20 medium-sized cities.

The report was generally favorable regarding ES performance and employer/jobseeker use of and attitudes toward the ES. Some of the major findings for medium-sized cities during the last 6 months of 1974 were: (1)Two-thirds of vacancies were filled through informal means. Of formal methods, ES was second to newspapers in use and placed 1 out of 17 workers who obtained jobs during the study period. (2) ES was used by 25 percent of all employers (representing 36 percent of all vacancies) and by 28 percent of job finders. (3) Large firms were more likely to use ES and more likely to list a greater percentage of orders and openings than were small firms. (3) The market for ES services was relatively stable. Eighty-four percent of ES-using employers considered their most recent use as typical. Eighty-five percent of ES-using jobseekers were repeat users and would use it again in the same way. (4) ES penetration of the employer community did not appear to be tied to high placement rates. Smaller ES offices and those with low levels of job listings had higher placement rates. (5) ES nonusers, both employers and jobseekers, simply did not need the ES. Their recruitment/jobseeking methods were satisfactory. Their attitudes toward the ES were neutral to favorable. (6) The major complaint against the ES involved the referral/matching process. Employers filled only one opening out of three listed with the ES through ES referral and hired only one ES referral out of three. Of jobseekers using the ES, one-third did not keep the referral appointment and an additional one-fourth found the job filled at the time of their appointment. (7) The *Dictionary of Occupational Titles* seemed to present problems to both employers and jobseekers.

VOL. 1, FINDINGS AND CONCLUSIONS
December 1975

NTIS PB254091/AS
ETA R&D MONOGRAPH NO. 43

VOL. 2, TABLES AND METHODS

NTIS PB254092/AS

PRECIS

NTIS PB254090/AS

4-055 ICESA Conference Proceedings—The Role Of the Public Employment Service: 1975-1985

INTERSTATE CONFERENCE OF EMPLOYMENT SECURITY AGENCIES, INC.
WASHINGTON, D.C.

Murray Comarow, Executive Director

Grant 21-11-74-36
Project completed fiscal year 1976

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; FOREIGN EMPLOYMENT AND TRAINING POLICY; EMPLOYMENT AND TRAINING POLICY

The Interstate Conference of Employment Security Agencies (ICESA) arranged a conference to study the role of the public employment service during the next decade and, given the large number of special tasks assigned to it, how the employment service can best serve the Nation. Proceedings of the conference were issued. ICESA also conducted a 1-day conference with representatives of the Japanese Ministry of Labor on State functions and responsibilities of the employment security system in this country and studied the committee structure of the ICESA to provide a sharper focus on the wide range of major employment security issues.
November 1975

NTIS PB248530/AS

4-056 Location Handbook for Employment Service Local Offices

CONTRACT RESEARCH CORPORATION
BELMONT, MASS.

Frederick R. Levy

Grant 20-25-75-02
Project completed fiscal year 1976

Descriptors: HANDBOOKS; EMPLOYMENT SERVICE MANAGEMENT

The contractor has developed a handbook that would assist a State employment service agency more effectively to select locations and sites for offices in a local labor market area. The handbook was based on existing location technology from marketing, the policy concerns of the U.S. Employment Service, and existing thinking and experience of public employment service personnel who have had experience in relocating, adding, or realining offices.

The handbook provided step-by-step procedures by which census data might be used in urban and nonurban situations to maximize the convenience of the offices for clients or to increase the number of applicants of specific occupational groups. Another section provided a discussion and a check list of factors that should be considered in the final site location. The handbook was field tested in four States.

An updating and revision of the handbook began in fiscal year 1977 (contract 20-25-77-32).

Frederick R. Levy and Susan E. Philipson Bloom
December 1975

NTIS PB254031/AS

4-057 Validation of the Management Audit Survey Against Employment Service Performance Criteria

INSTITUTE FOR BEHAVIORAL RESEARCH IN CREATIVITY
SALT LAKE CITY, UTAH

Robert L. Ellison

Contract 20-11-75-39
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER PRACTICES AND POLICIES; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; ASSESSMENT AND EVALUATION

This study examined tools for predicting U.S. Employment Service performance at the local office level. The questionnaire and related scoring and reporting systems were developed and standardized on a sample of over 7,000 U.S. Department of Labor employees in 1973 and subsequently correlated with objectively determined performance criteria from the Employment Security Automated Reporting System in Pennsylvania.

Replication of the Pennsylvania validity analyses in six States revealed a pattern of inconsistency from one State to the next that has been attributed in part to data inadequacies. An additional finding was that external labor market factors accounted for approximately half of the variation in employment service performance at the local office level in the States sampled.
June 1976

NTIS PB261923/AS

4-058 Analyzing the Impact of Mandatory Registration on U.S. Employment Service Performance

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

David A. Miller

Contract 20-42-75-45
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION; UNEMPLOYMENT INSURANCE; MANDATORY WORK REGISTRATION; WELFARE RECIPIENTS

The purpose of this project is to determine the volume of mandatory registrants (e.g., welfare recipients, unemployment insurance claimants, and food stamp recipients) served by the employment service (ES) and the impact of that activity on the performance of the ES system.

The specific objectives of this research are: (1) To measure the workload imposed upon the ES by mandatory registrants and the "work test" function; (2) to identify the services provided by the ES to those regarded as mandatory registrants; (3) to distinguish two general categories of mandatory registrants—those who need and are interested in job search services and those who neither need nor want such services; and (4) to analyze the impact of the workload generated by mandatory registrants (particularly by those not in need of ES services) upon the deployment of ES resources.

The study includes a sample survey of local ES offices, mandatory registrants, and employers. A review of Federal and State statutes mandating ES registration is also being conducted.

4-059 The Employment Service: An Institutional Analysis

THE URBAN INSTITUTE
WASHINGTON, D.C.

Erwin C. Hargrove

Grant 20-11-76-10
Project completed fiscal year 1977

Descriptors: PUBLIC EMPLOYMENT SERVICE; BUREAUCRACY; STATE AND LOCAL GOVERNMENTS; INTERSYSTEM LINKAGES; MONOGRAPHS

This study investigated institutional factors affecting the performance of the employment service (ES). The focus was on (1) organizational characteristics conducive to high performance in State ES agencies and their local operations and (2) the external linkages of the ES with State and local politics, other agencies, and the regional and national offices of the Department of Labor. The study was based on field research during 1976 in a sample of nine State employment security agencies (SESA's), six regional offices, and the national office of the Employment and Training Administration (ETA).

The study found that: (1) SESA's with high performance tended to differ systematically in their structure and style from SESA's with low performance; (2) the generally low performance of ES offices in urban areas seemed due in part to organizational factors; (3) SESA linkages to State and local politics and to other agencies were secondary but important influences on placement productivity; (4) the USES had limited ability to guide and assist SESA's because of organizational problems of its own; and (5) political constraints and policy issues at the national level must be dealt with if the ES as a whole is to improve. Recommendations related to each of these findings were made.

Mark Lincoln Chadwin, John Mitchell, Erwin C. Hargrove, and Lawrence M. Mead
May 1977

NTIS PB268363/AS
ETA R&D MONOGRAPH NO. 51

4-060 Employee Incentives for Local Offices of the Employment Service: Prospects and Problems

THE URBAN INSTITUTE
WASHINGTON, D.C.

Harry P. Hatry and John M. Greiner

Grant 21-11-76-19
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

This study examined the feasibility of providing employee productivity incentives in local employment service (ES) offices. Nine States participated. In addition, limited information on barriers to the introduction of incentives in 44 States was obtained from regional offices of the U.S. Civil Service Commission.

Some major findings of the study are as follows:

1. ES officials and staff at all levels viewed the primary function of local office incentives as the improvement of productivity, including a balanced concern for service efficiency (e.g., placements per staff year) *and quality*. A second important role would be to provide recognition for high performance.
2. Federal and high-level State ES officials expressed the greatest interest in local office incentives. The greatest resistance came from area supervisors and local office managers. Local office staff were generally lukewarm. However, most persons interviewed expressed at least some reservations.
3. Legal, civil service, and union constraints do not usually impede the introduction of nonmonetary incentives. However, they are serious obstacles to the use of monetary incentives.
4. To be acceptable, an incentive plan will usually have to give all personnel associated with local offices, including unemployment insurance staff, the opportunity to earn rewards.
5. Although individually oriented incentive plans met with considerable resistance from employees, group rewards received strong support. In most areas, the local office appears to be the best unit for group incentives.
6. Insuring the equity of local office incentives was a major concern of ES management and staff. Several ways of taking external conditions into account in setting performance targets, such as negotiations and regression formulas, seem promising, but most require further development and testing.

See also grant 21-11-78-36 for a followup study.
December 1977

NTIS PB284787/AS

4-061 Developing a Methodology for Determining Employment Service Penetration Rate of Job Market

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

David W. Stevens

Contract 20-25-77-25
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; DATA SOURCES AND USE; LABOR MARKET INFORMATION; ECONOMIC ANALYSIS AND ECONOMETRICS

This project will explore what can be learned from available data sources about the national level and composition of job openings and new hires flows. An attempt will be made to estimate job openings and new hires and determine the proportion of such activity handled by the U.S. Employment Service. The contractor will review the literature on this subject, evaluate available data sources, and develop and test a methodology for making direct estimates. The contractor will then identify

what improvements in the currently available data base are needed to produce the desired level of precision in the estimating process and suggest how these improvements might be made.

Development of an accepted method of estimating job openings, new hires, and the employment service share of such activity is expected to have significant implications for planning, budgeting, and evaluating employment service operations.

4-062 Development and Revision of the Local ES Office Relocation Handbook

COMMUNITY RESOURCES GROUP
BOSTON, MASS.

Susan E. Philipson Bloom

Contract 20-25-77-32
Project still in progress

Descriptors: EMPLOYMENT SERVICE MANAGEMENT; HANDBOOKS

The *Location Handbook for Employment Service Local Offices* (contract 20-25-75-02) is being revised to incorporate procedures to serve the needs of unemployment insurance offices and to use a computer to perform much of the detailed clerical work. The content is also being updated to reflect experiences in State use.

The handbook provides step-by-step procedures by which census data may be used in urban and nonurban situations to maximize applicant convenience or increase the number of applicants in specific occupational groups.

4-063 Feasibility Study of the Use of Selected Research, Development, Experimental, Demonstration, Evaluation and Training (REDET) Offices to Improve the Operation of Employment Service Programs

URBAN SYSTEMS RESEARCH AND ENGINEERING, INC.
CAMBRIDGE, MASS.

Lawrence N. Bailis

Contract 20-25-78-58
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; PLANNING, RESEARCH, AND DEVELOPMENT

This project will explore the feasibility of improving research, development, and evaluation efforts within the public employment service by concentrating such efforts in preselected local offices that may be designated as research, experimental, demonstration, evaluation, and training (REDET) sites. The contractor will examine a broad range of questions pertaining to the feasibility of this approach and its cost effectiveness (phase I). If this analysis indicates promise, phase II will focus on the preparation of a detailed outline for applying the REDET approach in the future.

4-064 Specification and Measurement of Productivity in the U.S. Employment Service: A State-of-Art Assessment and Research Agenda

THE UNIVERSITY OF MISSOURI
COLUMBIA, MO.

David W. Stevens

Grant 21-29-78-23
Project still in progress

Descriptors: PRODUCTIVITY; COSTS; PUBLIC EMPLOYMENT SERVICE

The objective of this project is to assess the state of the art in specifying and measuring productivity in the U.S. Employment Service. It will consider the work done to date and identify any research needs. To do so, the grantee will ask an interdisciplinary panel of experts to review completed studies from the vantage points of their respective disciplines. Their recommendations will be integrated into a monograph describing issues related to productivity measurement and proposing a research program to address them.

4-065 Development and Testing of Employee Productivity Incentives for Local Offices of the U.S. Employment Service—Phase I

THE URBAN INSTITUTE
WASHINGTON, D.C.

John M. Greiner

Grant 21-11-78-36
Project still in progress

Descriptors: PUBLIC EMPLOYMENT SERVICE; WORK INCENTIVES; JOB PERFORMANCE; PRODUCTIVITY; JOB PLACEMENT

The long-term objective of this project is to develop, carry out, and evaluate employee productivity incentives in the local offices of two State employment services (ES) agencies. The project will test whether incentive rewards for local ES offices can serve as a cost effective management tool by improving staff performance without reducing overall employee job satisfaction. The researchers will assess the quantity, quality, and efficiency of the services local offices provide, with emphasis on placement-related activities.

This project will supply information on changes, resulting from incentive rewards, in local office performance, costs, and employee job satisfaction in each of the participating States. At least one State will test an incentive plan involving monetary rewards to local offices. The plan tested in the second State may use either cash, additional fringe benefits, or a combination of the two. The plans tested will offer incentives to group rather than individual performance, with the primary group expected to be the local office.

Phase I of the project involves the following tasks: (1) Selection of participating State employment service agencies; (2) design and development of incentive plans and followup procedures; and (3) design of evaluation plans, including initial collection of baseline data.

4B. INFORMATION SYSTEMS AND SOURCES

4B 1. INFORMATION FOR JOBSEEKERS AND JOB MATCHING

4-066 Supplemental Labor Market Information as a Means to Increase the Effectiveness of Job-Search Activity

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.
AND
U.S. DEPARTMENT OF LABOR, BUREAU OF EMPLOYMENT SECURITY
WASHINGTON, D.C.

Jacob J. Kaufman and David W. Stevens

Contracts 81-40-67-05 and 81-40-67-09
Project completed fiscal year 1969

Descriptors: LABOR MARKET INFORMATION; JOB SEARCH; PUBLIC EMPLOYMENT SERVICE; TECHNIQUES

This report concerns an experimental program to facilitate job finding by unemployed workers by giving them, when they registered at the local employment office, not only the usual services but also a list of employers that employ workers with skills similar to their own.

Compared with a control group who received only the normal services, the experimental group were not significantly more effective in their job search. However, blacks participating in the experiment had greater success in job finding, but none of them attributed success to receiving the list of employers.

Thus, it is likely that some individuals can use supplemental labor market information more effectively than others, but further research is needed to find out what kinds of jobseekers would benefit most and what kinds of supplemental information would be most effective. These problems were studied under another contract with one of the same researchers (see contract 81-38-69-19).

David W. Stevens
1969

NTIS PB180531/AS
Also available from ERIC—MP 000993

4-067 COMPUTER BASED MATCHING SYSTEMS: AN EXPLORATION OF THE STATE OF THE ART AND THE PROPOSED NATIONWIDE MATCHING SYSTEM

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
BOSTON, MASS.

Frazier Kellogg

Grant 91-23-67-11
Project completed fiscal year 1967

Descriptors: WORKER/JOB MATCHING; COMPUTER SYSTEMS; TECHNIQUES

This research had provided the groundwork for preliminary designs for a computer-based system to match men and jobs on a nationwide scale. Selected private companies, professional associations, and public institutions which were developing or operating their own matching systems provided information and ideas to be used in constructing a national system.

A 2-day workshop was held in Cambridge, Mass., for 37 participants, including representatives of operating systems and experts in job market research and computer and information technology. Presentations and dialogue were transcribed, summarized, and evaluated.
1967

NTIS PB177563/AS
Also available from ERIC—MP 000680; *Computer-Based Aids to the Placement Process*, Alfred P. Sloan School of Management, Massachusetts Institute of Technology, Boston, Mass.

4-068 AN EXPERIMENTAL LABOR MARKET INFORMATION PROGRAM TO ENCOURAGE SELF-INITIATED JOB SEARCH BY SELECTED REGISTRANTS WITH PUBLIC EMPLOYMENT SERVICE OFFICES

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
STILLWATER, OKLA.

David W. Stevens

Contract 81-38-69-19
Project completed fiscal year 1972

Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB SEARCH; DATA SOURCES AND USE; LABOR MARKET INFORMATION

This report describes a program designed to improve information delivery systems in public employment service offices. The program was the outgrowth of an earlier project (contract 81-40-67-05).

Unemployed males registered during 1970 with the Cleveland industrial occupations office of the Ohio Bureau of Employment Services (OBES) were studied. Detailed information pertaining to job search behavior and success prior to and up to 13 weeks after registration with OBES was obtained through interviews and mailed questionnaires. In addition to the usual service, 50 percent of the target group were provided with supplemental (experimental) job market information—a list of employers that employed workers with similar skills but not known to have current job openings.

Extensive cross-tabulation and regression analysis did not substantiate the direct effectiveness of this attempt to assist job search efforts. The description of the actual methods of job searching utilized by the subjects of this study and the most successful methods was felt to be of interest in its own right.
1972

NTIS PB204594/AS

4-069 A STUDY OF THE LOCAL JOB BANK PROGRAM: PERFORMANCE, STRUCTURE, AND DIRECTION

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

George P. Huber and Joseph C. Ullman

Contract 71-53-70-01
Project completed fiscal year 1973

Descriptors: JOB BANK; LABOR MARKET INFORMATION; PUBLIC EMPLOYMENT SERVICE; JOB MATCHING; COMPUTER SYSTEMS; PLANNING AND ADMINISTRATION; EMPLOYMENT SERVICE MANAGEMENT

This study analyzed the operation of local job banks—the computer-assisted system for recording, storing, and listing information on all job openings known to the public employment service (ES). Job banks were set up in selected offices of the employment service as part of the comprehensive labor market information system required under the 1968 amendments to the Manpower Development and Training Act. The performance of job banks in 18 cities was compared with placement operations in 12 cities that do not have them.

The study sought not only to determine the extent to which program goals have been achieved and the optimal and organizational design, but also to feed back findings and recommendations and chronicle their impact on program structure and direction.

The study found that job banks were not matching man and job more efficiently than the manual system, nor were they improving service to the disadvantaged, reducing frictional unemployment, or increasing or maintaining overall ES activity (placements, openings, etc.). Recommendations concerning day-to-day operations were accepted during the course of the study. Policy issues raised by the research were presented to top officials of the Manpower Administration.
August 1972

NTIS PB212690/AS
Also available from D. C. Heath & Co., Lexington Books, Cambridge, Mass., 1973; and Bureau of Business Research & Service, Graduate School of Business, The University of Wisconsin, Monograph No. 5, August 1972.

4-070 A Systematic Approach to Using Jobseeker Information as a Means of Maintaining a Localized Job Search Information System

HUMAN RESOURCES DEVELOPMENT DEPARTMENT, STATE OF CALIFORNIA
SACRAMENTO, CALIF.

James M. Neto and Marged S. Sugarman

Contract 71-06-72-01
Project completed fiscal year 1975

Descriptors: JOB SEARCH; LABOR DEMAND; JOB INFORMATION SERVICE; EMPLOYMENT OPPORTUNITIES; COST EFFECTIVENESS; SERVICE DELIVERY SYSTEMS; PUBLIC EMPLOYMENT SERVICE

To augment local employment office services, this study designed a low-cost job search information-sharing system whereby information obtained by jobseekers in the course of their search for work can be processed for other jobseekers on a continuing basis. The study: (1) Attempted to evaluate the quantity and quality of supplemental data that can be obtained from applicants; (2) investigated the costs of incorporating such data into an automated system; (3) evaluated the possible adverse effects of unsolicited referrals of applicants on employer relations; and (4) assessed the possible benefits of the system in terms of enlarging the scope of job search resources available to applicants and aiding in their reemployment.

Pertinent labor market information on specific occupations was gathered from existing records and packaged by automated equipment in a form appropriate for dissemination to jobseekers. Details of the job search plan were given to all jobseekers to insure that they received uniform information. Forms and procedures were developed for gathering and recording the specific job search information feedback by the jobseekers themselves to validate and update the information already in the system.

Analysis of the data suggested that more participants found jobs as a direct result of their participation than through any other single method, including employment service placements, with starting wages as high as those obtained through usual ES placements. Most participants were either at the entry level or limited to the secondary labor market; yet supplementing ES placements with project services enabled these "less qualified" applicants to enter jobs at the same rate as the "mainstream" clients.

July 1974

NTIS PB265860/AS

4-071 The Effectiveness of Mailed Applicant/Opening Matches as a Placement Device and as Labor Market Information

PURDUE UNIVERSITY
LAFAYETTE, IND.

Joseph C. Ullman and Thomas G. Gutteridge

Grant 91-18-72-19
Project completed fiscal year 1974

Descriptors: ENGINEERS; SCIENTISTS; WORKER/JOB MATCHING; LABOR MARKET INFORMATION; EMPLOYER SERVICE; SERVICES TO WORKERS; JOB PLACEMENT

This study analyzed the operation of the National Registry for Engineers (NRE), which was funded by the Manpower Administration in late 1970. The NRE matched job orders from employers and applications from unemployed engineers and scientists by computer, and mailed to the employers "referral profiles" of applicants who matched their specifications. The study sought to ascertain the extent to which the service resulted in placements, whether it provided useful labor market information, and how it might better serve its users.

Data on a sample of about 3,100 active registrants (about 25 percent of the total) and on all open job orders placed by 238 employers were gathered in early 1972 from the NRE files. Subsequently, about two-thirds of the registrants and the employers responded to mailed questionnaires asking about their use of NRE and about pertinent matters.

Only a small number of placements could be documented. Placed registrants were usually unaware the NRE referral had resulted in their jobs, and over one-fourth of the employers reported they would use the profiles for future hires. Three-fifths of the registrants would pay a $5 annual fee to remain in the NRE active file, and over two-thirds of the employers said they believed NRE should be continued, often indicating they would use it more if they were to expand hiring or encounter labor shortages.

The researchers recommended that the mail matching of applicants and jobs, with its low cost per match, deserved further trial in a balanced labor market, and suggested several improvements in NRE operations.

1974
ETA

4-072 The Development and Assessment of an Experimental Full-Time Employment Service for Agricultural Economists

AMERICAN AGRICULTURAL ECONOMICS ASSOCIATION
LEXINGTON, KY.

Loys L. Mather

Grant 21-21-73-42
Project still in progress

Descriptors: AGRICULTURAL ECONOMISTS; JOB MATCHING; COMPUTER SYSTEMS; PUBLIC EMPLOYMENT SERVICE

The project is trying to improve access to the job market for agricultural economists and employers. To do so, it is providing potential employers with profiles that show the characteristics and specialties of individuals selected from the entire membership of the American Agricultural Economics Association. Through a computerized job matching system, agricultural economists, both new entrants and those with experience, will be exposed to a much larger job market than was previously available to them.

The project, a joint venture of the American Agricultural Economics Association (AAEA) and the Illinois Bureau of Employment Security, was divided into three phases—development, implementation, and operation and assessment. The initial phase involved development, testing, and implementation of computer programs necessary for a job matching employment service. Agricultural economists and employers of agricultural economists were informed of the nature of the new service, which is to include profiles of all members of the AAEA. The model, now in operation, provides information on the characteristics of all applicants and jobmatching services. It is being operated by the Illinois Bureau of Employment Security (IBES). Efforts will be made to calculate operating costs per placement and analyze the ability of the system to serve fully employers and agricultural economists.

4-073 A Study of On-Line Use of Job Information in Employment Service Local Offices

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Malcolm S. Cohen

Grant 21-26-74-21
Project completed fiscal year 1976

Descriptors: JOB MATCHING; JOB PLACEMENT; COMPUTER SYSTEMS; LABOR MARKET INFORMATION; DICTIONARY OF OCCUPATIONAL TITLES; COLORADO, BOULDER

The objective of this research was to study the on-line use of computerized placement potential in a typical local employment service office. The system had been planned in an earlier study (contract 71-24-70-02).

In the later project, the employment officers in the Boulder, Colo., local office of the employment service were provided with a computer terminal and access to statewide job orders and local office applicants. Data were collected on applicants referred by the employment service and a telephone followup survey was made to employers approximately 100 days after placement.

It was found that:

(1) Applicants who were referred as a result of a search of computerized applicant files had a better chance of finding jobs, stayed on the job longer, and earned more money than applicants referred through self-service microfiche readers.

(2) Employment service officers using the computer for applicant search were able to double the ratio of placements to referrals over the ratio obtained when applicants selected their own jobs from self-service microfiche readers. The placement ratio was higher when employment officers did manual searches of applicant files and when employment officers used microfiche to help applicants find a job. However, manual search took 15 to 20 minutes longer than computer search, which can be accomplished in a matter of seconds, and was not practical except in the case of special groups such as veterans or minorities that receive preferential treatment.

(3) The computer had little effect on encouraging geographic mobility or commuting. Not a single computer placement was made in the city of Denver, an hour's drive from Boulder. Very little use was made of the computer for finding jobs for applicants as contrasted with finding applicants for jobs. Self-service microfiche selection was used by jobseekers for Boulder referrals. A similar observation was made in Salt Lake City where a time study was conducted. Applicants selected their own jobs from the boards that listed jobs by occupational group. Very little time was spent by employment service officers helping applicants find jobs.

(4) The *Dictionary of Occupational Titles* (DOT) was used as the primary code for searches against applicant files. This was not always adequate, necessitating manual screening of some applicant cards. (Only 20 percent of the placements made had identical applicant and job DOT's.)

(5) It was concluded that the computer can serve as a useful tool for employment counselors seeking to help employees with specific problems and as an aid in locating applicants as job orders are received. It can also cut down on manual file search and save on clerical costs. However, better job descriptors than those provided by the DOT are needed.

(6) A prototype simulation model was developed that models the flow of applicants into an employment service local office and suggests the number of terminals and microfiche readers, interviewers, and receptionists needed to meet different peak loads. The model can be adapted to different employment service local offices.

VOL. 1 AN ON-LINE EXPERIMENT

October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; JOB PLACEMENT; JOB MATCHING; COMPUTER SYSTEMS; COST EFFECTIVENESS; SIMULATION; COLORADO, BOULDER

NTIS PB247276/AS

VOL. 2 A SIMULATION STUDY

October 1975

Report Descriptors: PUBLIC EMPLOYMENT SERVICE; SIMULATION; COMPUTER SYSTEMS; COST EFFECTIVENESS; JOB PLACEMENT; UTAH, SALT LAKE CITY

NTIS PB248031/AS

4-074 DEMONSTRATING, VALIDATING, AND REFINING A SYSTEMATIC METHOD BY MEANS OF WHICH THE LABOR EXCHANGE ROLE OF THE FEDERAL-STATE EMPLOYMENT SERVICE CAN BE COMPARED TO THE LABOR EXCHANGE ROLE OF CLASSIFIED HELP WANTED ADS

OLYMPUS RESEARCH CORPORATION
WASHINGTON, D.C.

Miriam Johnson

Grants 21-11-73-28 and 21-11-74-28
Project completed fiscal year 1977

Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING; MONOGRAPHS

The project, which built on the findings of a feasibility study: (1) Tested, validated, and refined the previously developed technique for comparing employment service (ES) open job orders and want ads; (2) developed and tested a methodology for comparing new job openings in both systems; and (3) applied both techniques in an analysis of ES versus want ad penetration in the labor markets of each of 12 cities.

Employment service job orders remaining open at the end of each month for a 12-month span of time were coded and compared with corresponding newspaper editions to produce 12 snapshots of the stock of job opportunities in each system. In addition, new jobs listed in each system for each day through 4 continuous weeks were coded and compared to produce a longitudinal picture of the flow of new job openings. A substudy identified employers who used both mechanisms during the flow period and analyzed their comparative use.

Though the stock of jobs available at a given point was found to be approximately the same in both intermediaries, the flow of new job listings to want ads was nearly three times the volume of that to the ES. About 40 percent of ES listings emanated from employers who were simultaneously using want ads.

FEASIBILITY OF DETERMINING WHETHER CLASSIFIED WANT ADS IN DAILY NEWSPAPERS ACCURATELY REFLECT LOCAL LABOR MARKETS AND HELP EMPLOYERS AND JOBSEEKERS.

John J. Walsh, Miriam Johnson, and Jay Fantz
July 1973

Report Descriptors: EMPLOYMENT OPPORTUNITIES; LABOR DEMAND; JOB SEARCH; LABOR MARKET BEHAVIOR; LABOR MARKET INFORMATION; HIRING PRACTICES; NEWSPAPER ADVERTISEMENTS; CALIFORNIA, SAN FRANCISCO; UTAH, SALT LAKE CITY

NTIS PB237066/AS

THE COMPARATIVE LABOR MARKET ROLE OF NEWSPAPER HELP WANTED ADS AND PUBLIC EMPLOYMENT SERVICE JOB LISTINGS

Miriam Johnson and Marged S. Sugarman
January 1977

Report Descriptors: LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB LISTING

NTIS PB270406/AS

THE PUBLIC EMPLOYMENT SERVICE AND HELP WANTED ADS: A BIFOCAL VIEW OF THE LABOR MARKET

Miriam Johnson
June 1978

Report Descriptors: NEWSPAPER ADVERTISEMENTS; PUBLIC EMPLOYMENT SERVICE; JOB TESTING; LABOR MARKET INFORMATION; LABOR MARKET BEHAVIOR; MONOGRAPHS
ETA R&D MONOGRAPH NO. 59
GPO STOCK NO. 029-000-00318-1

4B 2. MANAGEMENT AND PROGRAM INFORMATION SYSTEMS

4-075 FACILITATING MANPOWER AGENCIES' ABILITY TO ADOPT NEW PROCEDURES

MANPOWER SCIENCE SERVICES, INC.
ANN ARBOR, MICH.

Jesse E. Gordon and Harvey Bertcher

Grants 82-24-68-34, 82-24-69-48, 82-24-70-23, and 92-26-72-33
Project completed fiscal year 1976

Descriptors: EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; SERVICE DELIVERY SYSTEMS; SIMULATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); PRIME SPONSORS (CETA); AUDIOTAPES; FILMS; EMPLOYMENT SERVICE MANAGEMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION

The objectives of this project were to develop self-administered procedures that facilitate the use of R&D and other social science knowledge and to carry out these procedures and demonstrate their effects in employment and training service delivery systems.

The procedures were developed in consultation with the staff of potential user agencies and were tested and refined in the field. In its final year, the project was testing a procedure designed to help CETA sponsors and local public employment service offices use R&D findings and other social science knowledge to solve operating problems.

Lessons learned were incorporated in a report, Putting Social Science Knowledge to Use in the Manpower System, which discussed: (1) The retrieval and organization of social science knowledge; (2) communications media; (3) dissemination practices; (4) ways to increase the capacity of employment and training agencies to adopt new procedures. Self-instructional courses were developed on imitation, simulation, and group leadership training.

A self-administered Local Office Decisionmaking and Implementation (LODI) procedure, developed and field tested during 1975-76, was covered in a separate report.

ROLE MODELING, ROLE PLAYING—A MANUAL FOR VOCATIONAL DEVELOPMENT AND EMPLOYMENT AGENCIES
1973

Report Descriptors: ROLE PLAYING; VOCATIONAL GUIDANCE; EMPLOYMENT POLICY; ROLE MODELS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; HANDBOOKS

NTIS PB199840/AS

IMITATION—SIMULATION TAPES AND WORKBOOK (REVISED)
1973

Report Descriptors: SIMULATION; COUNSELING AND GUIDANCE; ROLE PLAYING; AUDIOTAPES; INSTRUCTIONAL MATERIALS
ETA

GROUP LEADERSHIP TRAINING FILMS AND WORKBOOKS
1973

Report Descriptors: STAFF TRAINING; FILMS; INSTRUCTIONAL MATERIALS
ETA

PUTTING SOCIAL SCIENCE KNOWLEDGE TO USE IN THE MANPOWER SYSTEM: AN OVERVIEW REPORT

Jesse E. Gordon, Harvey Bertcher, et al.
January 1974

Report Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; INTERSYSTEM LINKAGES; LITERATURE REVIEW

NTIS PB227360/AS

LOCAL OFFICE DECISIONMAKING AND IMPLEMENTATION (LODI)

Harvey Bertcher, Robert Kozma, and C. Rand Anderson
December 1975

Report Descriptors: PRIME SPONSORS (CETA); EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; SERVICE DELIVERY SYSTEMS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); EMPLOYMENT SERVICE MANAGEMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION; INSTRUCTIONAL MATERIALS

NTIS PB255462/AS

MAKING SOCIAL SCIENCE KNOWLEDGE AVAILABLE FOR USE IN THE EMPLOYMENT AND TRAINING SYSTEM: AN OVERVIEW REPORT
May 1978

Report Descriptors: INSTRUCTIONAL MATERIALS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION

NTIS PB284587/AS

4-076 PROGRAM FOR INFORMATION ON MANPOWER SERVICES

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Jesse E. Gordon and Louis A. Ferman

Contract 82-24-69-47
Project completed fiscal year 1973

Descriptors: COACHING; JOB PLACEMENT; COUNSELING AND GUIDANCE; JOB DEVELOPMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION

This experimental manpower laboratory, organized by The University of Michigan/Wayne State University Institute of Labor and Industrial Relations (ILIR) and The University of Michigan School of Social Work, combined science knowledge and employment and training program experience to produce information useful in planning and conducting programs for the disadvantaged.

In its first year the project retrieved the experience and lessons of the JOBS-NOW project in Chicago (see 82-15-68-08) and two Concentrated Employment Program (CEP) offices in Los Angeles. The retrieval methods used were subsequently applied in several employment and training agencies in Cleveland to develop a capability that could provide the basis for self-assessment and improvement. Concurrently with the JOBS-NOW and Los Angeles CEP retrieval activities, a study was made of employment and training agencies in a number of cities which had extensive relations with employers, in order to extract principles for the guidance of such relationships.

Questionnaires were supplemented by the collection of critical incidents and onsite observations. The results were analyzed by computer and reported in a series of five handbooks that could be used as textbooks for training agency staffs. Following are brief descriptions of these handbooks:

Placement and After: A Manual for Coaches and Other Employment Workers is a how-to-do-it guide for use with disadvantaged persons who have been or are about to be placed in jobs. Seven of the most common problems were analyzed in terms of objectives, strategies, and resources available to the coach.

Handbook of Information Relevant to Manpower Agencies covers three areas: internal agency structure and operations, agency-company relations, and agency-enrollee relations. It was developed primarily for administrators, supervisory staffs, and agency staff training.

Agency-Company Relationships in Manpower Operations for the Hard-to-Employ is an amalgam of concepts from social science literature, company officials, agency personnel, and the project

staff. It specifies what the authors consider the best practice, and explains why some procedures were more desirable than others.

A Compendium of Information Relevant to Manpower Agencies presents the conceptual framework that underlay the data collection and analysis performed by the project. It was intended for researchers and evaluators.

Overview of the Experiences of the ILIR Manpower Labortory is an analytical model for an experimental employment and training laboratory.

PLACEMENT AND AFTER: A MANUAL FOR COACHES AND OTHER EMPLOYMENT WORKERS

Jesse E. Gordon and John C. Erfurt
1972

Report Descriptors: COACHING; JOB PLACEMENT; COUNSELING AND GUIDANCE; STAFF TRAINING; EMPLOYMENT AND TRAINING SERVICES INFORMATION

NTIS PB203592/AS

A COMPENDIUM OF INFORMATION RELEVANT TO MANPOWER AGENCIES

John C. Erfurt
1973

Report Descriptors: EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION

NTIS PB214652/AS

AGENCY-COMPANY RELATIONSHIPS IN MANPOWER OPERATIONS FOR THE HARD-TO-EMPLOY

Louis A. Ferman and Roger Manela
1973

Report Descriptors: JOB DEVELOPMENT; EMPLOYER SERVICES; HARDCORE

NTIS PB221325/AS

HANDBOOK OF INFORMATION RELEVANT TO MANPOWER AGENCIES

John C. Erfurt, Louis A. Ferman, and Patricia A. Strauch
January 1973

Report Descriptors: EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; EMPLOYMENT AND TRAINING SERVICES INFORMATION

NTIS PB214394/AS

OVERVIEW OF THE EXPERIENCES OF THE ILIR MANPOWER LABORATORY: THE DEVELOPMENT OF A MODEL APPROACH TO THE RETRIEVAL, DISSEMINATION, AND UTILIZATION OF INFORMATION ON MANPOWER OPERATIONS

Louis A. Ferman and John C. Erfurt

Report Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; VOLUNTEERS; EMPLOYMENT AND TRAINING SERVICES INFORMATION

NTIS PB214303/AS

4-077 COMPUTERIZED JOB MATCHING IN THE UTAH STATE EMPLOYMENT SERVICE: A HISTORY OF ITS DEVELOPMENT

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Garth L. Mangum

Grant 91-47-69-64
Project completed fiscal year 1972

Descriptors: JOB MATCHING; WORKER/JOB MATCHING; PUBLIC EMPLOYMENT SERVICE; JOB BANK; JOB INFORMATION SERVICE; COMPUTER SYSTEMS; UTAH

As a guide for instituting computerized systems to match men and jobs, this project traces the introduction by the Utah Department of Employment Security of an automatic data processing system to handle managerial, unemployment insurance, and placement functions on a statewide basis. Interviews were conducted with involved Federal and State officials and employees of the computer company. In addition, the applications of a sample of persons seeking jobs through the employment service were followed through the system.
July 1971
ETA

4-078 THE MANAGEMENT OF MANPOWER PROGRAMS IN URBAN AREAS: AN INFORMATION SYSTEM

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Louis L. Levine and John H. Norton

Contract 81-40-70-06
Project completed fiscal year 1972

Descriptors: LABOR MARKET INFORMATION; INFORMATION SYSTEMS; SYSTEMS DESIGN AND ANALYSIS; URBAN AREAS; SERVICE DELIVERY SYSTEMS

This study examined alternative models for a local employment and training information system. It concluded that the most desirable option was a merged individual file system (MIFS), in which data from each operating agency would be transmitted to a central source. The central source would be responsible for the processing and distribution of the data.

The report pointed out that while an MIFS was technically feasible, its implementation was a long way off. In order to achieve an MIFS, the report recommended, first, a cataloging of all data and information flows within and between local agencies. Second, standard definitions should be developed and computer processing introduced. The final stage would be a fully computerized MIFS involving maximum standardization and the complete merging of individual files.

Louis L. Levine, Kenneth W. Masters, and Bernard R. Siskin
September 1971

NTIS PB210652/AS

4-079 LABOR MARKET INFORMATION FOR LOCAL DELIVERY OF MANPOWER SERVICES

WASHINGTON, D.C.

Louis L. Levine

Contract 71-11-72-05
Project completed fiscal year 1973

Descriptors: LABOR MARKET INFORMATION; LABOR MARKET AREAS; SERVICE DELIVERY SYSTEMS; INFORMATION SYSTEMS

In this study a wide range of individuals familiar with the operation of local employment service offices were interviewed to evaluate the effectiveness of local data collection procedures for subsequent local office use. It was concluded that information tends to flow toward the State and national employment service offices for administrative purposes, but rarely was utilized effectively at the local level.
October 1972

NTIS PB221314/AS

4-080 SURVEY AND ANALYSIS OF IN-SCHOOL NYC PROGRAMS

SYSTEMS RESEARCH INCORPORATED
LANSING, MICH.

William R. Baucom

Contract 42-26-72-09
Project completed fiscal year 1973

Descriptors: YOUTH; YOUTH PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); CAREER CHOICE; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS; INFORMATION SYSTEMS

This study examined in-school Neighborhood Youth Corps (NYC) programs during the 1972-73 school year to identify the origins and nature of local program innovations, to develop "how-to-do-it" guides based on successful innovations, and to outline a retrieval system for reporting and disseminating information on successful local innovations.

The final report presented a conceptual model and findings covering: Enrollee Entry (how to reach and recruit eligible youth, application forms, handling parents, assessing enrollees, school/work plans); Enrollee Orientation (topics for discussion, how to present them, evaluating orientation); Matching and Alinement (matching enrollees and employers, assignment, job rotation, adjustment to work environment); Program Monitoring (structure, records, use of findings); Counseling (conditions for counseling, counseling process); Supportive Services (remedial education, health services, transportation, etc.); Program Administration (planning, implementing, monitoring, evaluating); Community Linkages and Public Relations (goals, staff and enrollee responsibilities, suggested approaches).

Selcuk Osgediz
July 1973

Report Descriptors: YOUTH; EMPLOYMENT AND TRAINING SERVICES INFORMATION; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; NEIGHBORHOOD YOUTH CORPS (NYC); INFORMATION SYSTEMS; GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB225578/AS

IN-SCHOOL YOUTH MANPOWER—A GUIDE TO LOCAL STRATEGIES AND METHODS

June 1973

Report Descriptors: EMPLOYMENT AND TRAINING SERVICES INFORMATION; YOUTH; NEIGHBORHOOD YOUTH CORPS (NYC); GUIDELINES FOR EMPLOYMENT AND TRAINING PROGRAMS

NTIS PB224802/AS

4-081 BRIDGEPORT AREA MANPOWER INFORMATION INFORMATION SYSTEMS PROJECT

OFFICE OF THE MAYOR, CITY OF BRIDGEPORT
BRIDGEPORT, CONN.

Jane Resnick

Grant 21-09-74-35
Project completed fiscal year 1976

Descriptors: ASSESSMENT AND EVALUATION; AREA PLANNING; LABOR MARKET INFORMATION; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); ECONOMIC ANALYSIS AND ECONOMETRICS; MATHEMATICAL MODELS; CONNECTICUT, BRIDGEPORT

The objective of this project was to develop, implement, and evaluate a decisionmaking matrix and resource allocation model for the Bridgeport labor market area.

The project staff: (1) Developed an employment and training resource allocation model consonant with the Comprehensive Employment and Training Act of 1973 (CETA); (2) developed and tested a decisionmaking matrix to enable planners to weigh alternative strategies under various socioeconomic constraints; and (3) developed and tested a methodology for measuring the effectiveness of the resource allocation and decisionmaking model and its value as an integral part of a local employment and training planning process.

Jerry Y. Sedich and John N. Valakas
June 1976

NTIS PB256315/AS

4-082 AN INVESTIGATION INTO THE COMPUTERIZED DATA BASES OF THE EMPLOYMENT AND TRAINING ADMINISTRATION

REGION IX, EMPLOYMENT AND TRAINING ADMINISTRATION, U.S. DEPARTMENT OF LABOR
SAN FRANCISCO, CALIF.
AND
LAWRENCE BERKELEY LABORATORY
BERKELEY, CALIF.

Walter Postle

Agreement 20-06-75-08
Project completed fiscal year 1977

Descriptors: INFORMATION SYSTEMS; LABOR MARKET INFORMATION; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; CALIFORNIA; NEVADA; ARIZONA; HAWAII

Research and analytical organizations at various levels of government have had significant problems in accessing and interrelating the Employment Security Automated Reporting System (ESARS) and other data files and in analyzing data of interest on regional, State, and local bases. This project was designed to test the proposition that a large, modern computer facility could make a substantial contribution to the management of employment and training programs through the application of advanced computer science.

It was hypothesized that: (1) An integrated, easily accessed data base could be developed and used to produce, in a more suitable and timely fashion, administrative reports in a variety of formats using information from ESARS and other program and socioeconomic-demographic data, and (2) improved computer-based tools could be developed for research into programs and policy options. ESARS data were considered a particularly important data source since they provide summary work history and socioeconomic information on more than 15 million people who use the public employment service each year.

Using existing data structure, the researcher installed 3 years of monthly ESARS data in the Lawrence Berkeley Laboratory computer for Region IX States (Arizona, California, Hawaii, and Nevada). Also installed were similar quarterly data for the Nation and for Federal regions as well as less extensive data for all States.

An interactive retrieval system was developed for accessing these ESARS data. It permitted users to scan through all ESARS formats and to identify specific subject areas or characteristics and print out tables, specific line detail or specified cells. The system was user oriented, permitting use by persons with little computer training. The analyst could develop historical and geographic comparisons, create graphs or tables, and obtain printouts of certain analytical computations. Resulting tables or charts could be stored for future use.

The research demonstrated that the information available from present ETA computer machinery and data structure could be significantly improved in both quality and timeliness of data for administrative uses. However, work was continued under the auspices of the employment service for further development and improvement of computer tools, integration with other data bases, and the continuance of work on the independent cell structure development.

Walter Postle and Bradford Heckman
January 1977

NTIS LBL6122/U

4-083 Determining the Management Information Needs of the United States Employment Service

MACRO SYSTEMS, INC.
SILVER SPRING, MD.

John M. Greco

Contract 20-24-76-69
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYMENT SERVICE MANAGEMENT; INFORMATION SYSTEMS; SYSTEMS DESIGN AND ANALYSIS

The objectives of this project were: (1) To conduct an independent and comprehensive assessment of management processes and supporting information needs at all levels of the Federal-State employment service system; (2) to analyze the extent to which the current and planned management processes and supporting data systems of the Employment and Training Administration (ETA) provide information for timely, informed decisionmaking; and (3) to make recommendations for improving management systems and for identifying and filling existing management information gaps.

The contractor: (1) Completed an extensive interview schedule with key employment service personnel and analyzed the available literature on the employment service; (2) developed flow charts showing management processes and supporting information needs for each organizational level; and (3) compared the management processes and supporting information needs with the characteristics of an idealized system and made recommendations for improvements in the existing processes and supporting data components.

The study found that:

(1) Information needed by employment service (ES) managers, including the data elements necessary to calculate most of the performance indicators, appeared in one or more of the automated systems that supported the ES management system. However, management reports did not contain the necessary information because of problems with format, content, and timeliness.

(2) The current system did not readily provide the necessary information to monitor employer services and job development activities, to monitor CETA caseload and WIN project activities, or to estimate the economic impacts of the ES.

(3) Inefficiencies and data unreliability occurred because ES management's different supporting systems were mostly developed independently of one another and have rigid duplicate file maintenance and reporting facilities. The study recommended the review of ETA's current efforts at system redesign to insure their adequacy.

VOL. I. ASSESSMENT AND FINDINGS—FINAL REPORT

John M. Greco, Macro Systems, Inc., and Charles K. Fairchild, Abt Associates, Inc.
April 1978

NTIS PB285176/AS

VOL. II: APPENDICES

April 1978
ETA

4-084 A Descriptive Analysis of Health Programs Under CETA Legislation

KIRSCHNER ASSOCIATES, INC.
ALBUQUERQUE, N.M.

Lynn Bell

Contract 20-11-77-26
Project completed fiscal year 1978

Descriptors: LABOR MARKET INFORMATION; HEALTH OCCUPATIONS; CETA PROGRAMS; CETA SERVICES AND PLANNING

This project, cofunded by the Departments of Labor and Health, Education, and Welfare, developed descriptive and comparative data on persons being trained for health-related positions through CETA support. In phase I (completed earlier through HEW; report available from NTIS: PB 268331), the contractor described and compared the kinds of activities that CETA prime sponsors undertook with respect to the health care industry. In the second phase, the contractor studied intensively 20 prime sponsors that were more extensively involved in health employment and training activities, based on findings from phase I, with special attention to labor market demand, recruitment/selection process, trainee characteristics, training provided, and linkages with other local health agencies. The project determined specific positions for which training was provided, the type of training, and the health positions in which trainees were located. The relationship between demand and supply was described. Potential new and/or additional types of health-related programs in CETA were also identified.

A DESCRIPTIVE ANALYSIS OF HEALTH PROGRAMS UNDER CETA LEGISLATION, PHASE I

Lynn Bell and Rolf Blank
1977

NTIS PB268331/AS

4-085 Design for Low Cost Hispanic Data and Program Planning System—Usable by Prime Sponsors for any Significant Segment of Their Population

ALAMEDA COUNTY TRAINING AND EMPLOYMENT BOARD/ASSOCIATED COMMUNITY ACTION PROGRAM
HAYWARD, CALIF.

Michael P. Cohen

Grant 21-06-78-07
Project still in progress

Descriptors: SPECIAL TARGET GROUPS (CETA); SPANISH-SPEAKING AMERICANS; DISADVANTAGED; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; INFORMATION SYSTEMS

The purpose of this project is to develop low-cost research and sampling procedures for identifying the size and characteristics of the Hispanic population within a defined geographic area, with particular emphasis on the unemployed. A system will be designed for prime sponsors to use as a cost-effective way of collecting accurate, up-to-date data on any target population within an area. The sampling method, survey instruments, and data processing techniques will be developed in workbook form and available to prime sponsors for local adaptation.

4B 3. REFERENCE MATERIALS

4-086 Feasibility Study of Centralized Information Services in Industrial Relations

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gordon Barhydt

Grant 91-24-68-37
Project completed fiscal year 1969

Descriptors: INDUSTRIAL RELATIONS; INFORMATION SYSTEMS

This study examined the industrial relations information available at the libraries of 14 industrial relations institutes, ascertained needs for this information, and assessed methods for processing and disseminating the information. Data were collected at the libraries and in interviews with 52 institute faculty and staff members and professionals in labor organizations, universities, private industry, and government agencies.

The researcher identified a core of 131 heavily-used, basic journals and serials, government periodicals on labor and economics, and association reports and publications. Library resources satisfied the needs of individual researchers, except for local and other highly specialized data. Professionals outside the institutes, however, expressed difficulty in obtaining even basic information. Shortcomings were discerned in the commonly used indexing services.

The researcher concluded that the information core could be more effectively and efficiently processed and disseminated by a centralized information service. As a result, a comprehensive information system was to be developed and brought to a fully operational level under partial support from a Manpower Administration grant.

1969

ETA

4-087 Occupational Training Information System

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE, RESEARCH FOUNDATION STILLWATER, OKLA.

Paul V. Braden, James L. Harris, and Krishan K. Paul

Contract 81-38-69-10
Project completed fiscal year 1970

Descriptors: VOCATIONAL EDUCATION; INFORMATION SYSTEMS; LABOR DEMAND

This project developed a statewide occupational training information system (OTIS) in Oklahoma designed to collect and analyze information on the supply and demand for skilled workers, on graduates of vocational education schools, and on components of the disadvantaged population. From this system a State plan for vocational education responsive to the projected needs of employers and students could be developed. The report contained documentation to facilitate adaptation of the system in other States or regions.

The system was designed to recycle annually and will provide data for statewide planning purposes every January. The State Department of Vocational and Technical Education has been assigned responsibility for further development and continued operation of the system.

A central finding was that cooperative efforts by key State and local officials and the private sector were a basic requirement for establishment of this system.

Other significant findings were:

1. Vocational educators and industrial representatives preferred that demand for various occupations be collected on an "establishment" basis so that specific occupational information directly related to business needs could be gathered. Businessmen did not object to the release of their occupational needs to training officials.

2. Reporting procedures related to cost data per student and per program were not sufficiently refined for use as efficient inputs to the system.

3. In general, the project found that a great deal of data was inadequate or unavailable; for example, data on aptitudes and interests of potential students, intra-and interstate mobility patterns of graduates, and general administrative information such as the utility of schools in various parts of the State. The development of sophisticated demand estimates, particularly those identifying specific occupations for which training is offered in the schools, presented conceptual and practical problems.

On the basis of the OTIS data, the schools should allocate less money for vocational agricultural and technical education and more for distributive education, health education, home economics related to employer needs, office education, and trade and industrial education. Changes along these lines were made in the State's 1970-71 plans for vocational technical education.

1970

NTIS PB193078/AS

4-088 A Career Information System for the State of Oregon

OREGON BOARD OF EDUCATION SALEM, OREG.

Bruce McKinlay

Contract 82-41-72-03
Project completed fiscal year 1975

Descriptors: CAREER CHOICE; OCCUPATIONAL CHOICE; CAREER INFORMATION SYSTEM; LABOR MARKET INFORMATION; VOCATIONAL GUIDANCE; INTERAGENCY RELATIONS; OREGON

This project developed a model interagency Career Information System (CIS) to provide effective dissemination of current career and labor market information in forms meaningful to individual students and to clients of social agencies in the State of Oregon.

The contractor provided consulting services to assure that the information systems would be useful to agencies and that the information was integrated into instruction and counseling programs. Communication and cooperation links were developed between the CIS and participating agencies and schools.

The CIS arranged with the Oregon Employment Division and other information sources for participation by a wide variety of developers and users of labor market information (such as vocational and other educators, inner-city groups, and rural communities) which did not heretofore receive adequate occupational or other labor market information.

The project found that: (1) State agencies could greatly enhance the value of their occupational output by pooling their data; (2) increasing numbers of educators, counselors, and students used pooled information on the world of work when it was made available in computerized format; and (3) it was possible to provide educators with indicators of student interest in particular occupational fields as an aid in developing appropriate course offerings.

The project was later State and locally funded and served as a model for the Manpower Administration's new National Occupational Information System (NOIS).

DEVELOPING A CAREER INFORMATION SYSTEM
March 1975

NTIS PB241356/AS

THE MANPOWER INFORMATION CLEARINGHOUSE
March 1975

NTIS PB258116/AS

4-089 Demonstration Program on the Career Information System

AMERICAN PERSONNEL AND GUIDANCE ASSOCIATION WASHINGTON, D.C.

Francis Burtnett

Contract 21-11-76-08
Project completed fiscal year 1978

Descriptors: CAREER CHOICE; CAREER INFORMATION SYSTEM; OCCUPATIONAL CHOICE; LABOR MARKET INFORMATION

The American Personnel and Guidance Association designed and conducted eight workshops to provide information and

instruction to career education counselors, teachers, and administrators.

The eight locations were selected by a survey conducted in the association's official newspaper, *The Guidepost*; thus the workshops were held where the greatest interest had been indicated.

Overall, participants rated the workshops high in having achieved their stated objectives. Followup surveys conducted 6 months later indicate that some 72 percent of the respondents had modified or somehow changed their agency's or school's information delivery system; 80 percent found the conference useful in their work; and 73 percent felt that the experience enabled them to better assess their school's or agency's information needs and delivery capabilities. By interesting educators in career information systems and helping to improve their effectiveness, this demonstration effort may contribute to easing the transition from school to work.

4-090 Revision of the Health Careers Guidebook, Third Edition, 1972

NATIONAL HEALTH COUNCIL, INC.
NEW YORK, N.Y.

Karl M. Wolfe

Grant 21-36-76-15
Project still in progress

Descriptors: HEALTH OCCUPATIONS; CAREER INFORMATION SYSTEM; COUNSELING AND GUIDANCE

The objective of this grant is to assist in developing a new edition of the *Health Careers Guidebook* issued in 1972. To do so, the grantee will: (1) Act as liaison between the Departments of Labor and Health, Education, and Welfare, the principal Government agencies involved in the project, and the various major national medical and paramedical organizations in the United States and (2) assist in a variety of specific tasks. These tasks include preparing the Guidebook for critical review by a number of representative users; establishing, convening, and coordinating an advisory committee; preparing occupational lists of emerging, continuing, and obsolete occupations within the health field; compiling lists of specific organizations representing these occupations, as well as identifying resource persons for each organization named; and developing, writing, and editing all narrative chapters of the Guidebook. The grantee will also distribute the revision to all State and metropolitan health career councils, national voluntary and professional health organizations, and CETA prime sponsors. This project is a joint undertaking with the Bureau of Health Manpower in the Department of Health, Education, and Welfare.

4-091 Committee on Occupational Classification and Analysis

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

Donald J. Treiman

Grant 21-11-77-35
Project still in progress

Descriptors: OCCUPATIONAL CLASSIFICATION; JOB ANALYSIS; EMPLOYMENT SERVICE MANAGEMENT; PUBLIC EMPLOYMENT SERVICE; OCCUPATIONAL INFORMATION; JOB MATCHING; LABOR MARKET INFORMATION

The grantee will assemble a 12-member interdisciplinary committee of experts and supporting staff who will be responsible for a major independent assessment of the long-range need for and utility of the *dictionary of occupational titles* and other activities of the Occupational Analysis (OA) Program of the public employment service. The committee will issue papers, conduct an extensive user survey, conduct site visits to the OA Field Centers, and develop recommendations concerning the future role and operational implementation of the Occupational Analysis Program, including a description of needed products and alternative cost effective means for their development.

4C. OPERATING AND SERVICE TECHNIQUES

4C 1. ASSESSMENT AND SELECTION OF APPLICANTS

4-092 Work Samples: The Development and Adoption of a New Method of Assessing the Disadvantaged

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Bernard Orr

Contracts MDS 18-63, 82-40-67-40, and 82-40-69-36
Project completed fiscal year 1972

Descriptors: WORK SAMPLING; ASSESSMENT OF APPLICANTS AND TRAINEES; DISADVANTAGED; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; COUNSELING; BEHAVIOR MODIFICATION

The initial aim of this project was to develop work sampling as an alternative to traditional paper-and-pencil tests for assessing the potential of disadvantaged persons. When the experiment proved the value of the work sampling method, the contractor was asked to help employment and training agencies incorporate it into their programs.

An earlier project with JEVS (under contract MDS 18-63), although relatively unstructured in design, showed that a work-sample program is a promising tool in counseling, thus confirming the JEVS view that sustained, systematic observation of significant work-related factors is the key to sound work evaluation and can tie together questions of capability and vocational development.

The first project reported here was a more formal experiment and provides the hard data to establish the significance and potential of the work-sample program, particularly in relation to improving programing for the disadvantaged. While JEVS was the sponsor, the program was tested in cooperation with the North Philadelphia Human Resources Development (HRD) Center of the Pennsylvania State Employment Service.

The program included a series of 28 work-samples (real job tasks) which were administered in a simulated industrial setting. Each applicant participated for 2 weeks and was evaluated on his work performance, learning speed, and other work-related behaviors such as attitude and acceptance of authority. An experimental group of 268 applicants received initial counseling interviews at the HRD Center, went through the work-sample program, and returned to the Center for completion of counseling and referral to jobs, training, or needed services. A control group of 206 applicants received the "regular" HRD Center counseling and placement services only.

Careful analysis of the results supported the conclusions that the work-sample program: (1) Enables the counselor to understand, relate to, and communicate with the disadvantaged applicant more effectively; (2) facilitates the development of a counseling plan or vocational objective which is better suited to the applicant's "true" abilities and potentials; (3) increases the likelihood that the applicant will complete HRD Center counseling, be referred to a wider range of job openings, obtain jobs on initial referrals, and hold and adjust to jobs and training posts; (4) helps the counselor to identify more readily those applicants in need of referral to rehabilitation and other ancillary services of various social welfare agencies; (5) provides knowledge on the applicant's interests, abilities, attitude, motivation, and other "work-readiness" indexes; (6) helps the counselor interpret to employers the skill potential and job stability of the disadvantaged; and (7) leads disadvantaged ap-

plicants to better understand their vocational interests and abilities, discover the work tools and requirements of different jobs, and modify their personal appearance and other behavior to perform more effectively in job interview situations and employer work stations.

Based on these findings, it was decided in 1969 to expand activities to include work sample evaluation centers in 10 additional cities. Project personnel trained Federal, State, and local representatives in techniques of integrating a work sample evaluation center into the employment service operations; trained evaluators in methods of administering work samples and in interpreting and reporting results; and trained employment service counselors in the use and application of the results of work sample evaluation. Counselor training has been found to be a key to the success of any work sample evaluation program.

By 1970, the results obtained in the initial experiment seemed to be corroborated by the experience of the centers in the 10 additional cities. Expansion was decided for 25 more locations. By March 15, 1971, 46 centers were operational.

For further work on refining and expanding the use of work sampling, see contract 20-42-75-09.

FINAL REPORT—WORK SAMPLE EVALUATION DEVELOPMENT PROJECT
April 1972

NTIS PB210244/AS

WORK SAMPLES: SIGNPOSTS ON THE ROAD TO OCCUPATIONAL CHOICE (REAL JOB TASKS TO ASSESS POTENTIAL OF THE DISADVANTAGED)
1971

NTIS PB201966/AS

4-093 Selection of Trainees Under MDTA and The Motivation to Work

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

Jack Chernick, Bernard P. Indik, and Roger Craig

Contract MDTA 39-64
Project completed fiscal year 1966

Descriptors: MDTA TRAINING PROGRAMS; ASSESSMENT OF APPLICANTS AND TRAINEES; DROPOUTS; WORK ATTITUDES; NEW JERSEY, NEWARK

This project attempted to identify the characteristics of individuals eligible to receive training under the Manpower Development and Training Act (MDTA), as a basis for distinguishing between: (1) Unemployed persons who have not manifested any interest in training; and (2) persons who have indicated an interest in training and who either enter and successfully complete training, enter but drop out of training, or do not enter training at all. Data were collected for 2,600 persons selected at random from existing records of three Newark, N.J. Employment Security offices. These data were supplemented by interviews with about 500 persons, to ascertain work attitudes and motivational characteristics.

The study indicated that in the Newark area, where MDTA training was available to only a small fraction of the unemployed during the 15-month period studied, acceptances for training tended to be weighted toward those in prime working age groups, and with more than average education.

Counseling and testing, the prime MDTA selection methods, clearly distinguished those not accepted, but revealed few differences among those completing training and those who terminated before completion.

SELECTION OF TRAINEES UNDER MDTA
1966

NTIS PB015255/AS
Also available from ERIC—ED 015255

THE MOTIVATION TO WORK (A SPECIAL SUPPLEMENT)
1966

4-094 A Pilot Study in Observational Measurement of Behavioral Factors Associated with Increased Employability of Out-of-School Neighborhood Youth Corps Enrollees

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Richard E. Sykes

Contract 41-7-008-25
Project completed fiscal year 1970

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); YOUTH; OCCUPATIONAL MOBILITY; WORK ATTITUDES; ASSESSMENT OF APPLICANTS AND TRAINEES

This study sought to develop tools for predicting the employability of youth in the Neighborhood Youth Corps out-of-school segment from measures of behaviors signifying readiness for regular employment and upward job mobility. Job readiness included attendance, promptness, verbal interaction with coworkers and supervisors, dress, and appearance; upward mobility, the performance of specific skills, ability to handle a variety of tasks, and acceptance of responsibility.

Data were obtained by observations of what people in the work groups to which enrollees were assigned actually did and said. The analysis emphasized the measures for 62 enrollees for whom two or more observations were made between January and September 1968 at three urban NYC projects in Minnesota.

Most enrollees were found to have been virtually job ready when they came to the project, and most of those who were not soon became so. These youth, including most of the younger boys, were soon able to find better paying and more interesting work. Long tenure with little improvement, on the other hand, tended to characterize older girls of rather limited ability who were placed in supportive, nondemanding work roles in which they performed more or less routine clerical duties. The researcher observed that the work group and supervisory factors associated with long tenure and the improvement of work habits were not only different, but may be antithetical.

The greatest improvement in behavior occurred when enrollees were placed in a work group that was "businesslike" in its preoccupation with work and in which a good deal of work-related communication took place. The study turned up little evidence that supervisors had high standards for enrollees or provided feedback which would improve performance.

Richard E. Sykes, with chapters by Popie Mohring, Fraine Whitney, and Duane Wallen
1970

NTIS PB189034/AS

4-095 Improvement of Employer Selection Methods for Job Hire

OIC—CHARLOTTE BUREAU TRAINING PROGRAMS, INC.
CHARLOTTE, N.C.

Frederick D. Ford

Contract 42-8-004-35
Project completed fiscal year 1973

Descriptors: WORK SAMPLING; ASSESSMENT OF APPLICANTS AND TRAINEES; CLERICAL OCCUPATIONS; BANKING INDUSTRY; TESTING

This project, conducted by the contractor's research and assessment component, was designed to test the feasibility of

improving employer selection methods through the use of work-sample techniques. The test focused on accounts clerks and proof machine operators in banks.

Work samples were constructed for the two occupations, and banks were enlisted to use them and a biographical information blank to select and hire applicants screened out by traditional techniques. Work performance data for this experimental group and for a control group hired through traditional techniques were to be reported by the banks for analysis by the project. As it developed, however, because of a downturn in hiring, wariness on the part of city bank personnel, and delays and communication difficulties, the minimum sample sizes required for any meaningful analysis were not available.

4-096 DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

EDUCATIONAL TESTING SERVICE
PRINCETON, N.J.

Norman E. Freeberg

Contract 41-9-005-32
Project completed fiscal year 1974

Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC); ATTITUDES

A battery of tests, which had been designed for use with disadvantaged adolescents enrolled in manpower training programs and had undergone preliminary development, was subjected to longitudinal, predictive validation.

The tests, dealing with a variety of reasoning, attitudinal and vocational orientation constructs, were administered to Neighborhood Youth Corps enrollees, who were then followed up at program completion and 6 months after completion, using previously developed criterion instruments. Test validities were based on relationships between test scores and criterion factor scores obtained for short-term outcome measures at program completion and longer term (post-program) performance outcomes.

It was with the longer term outcomes that the best of the predictive validities could be found in test relationships to a variety of dimensions (job adjustment, social adjustment and motivation). Tests measuring enrollee assessment of self-worth (self-esteem), knowledge of proper interpersonal behaviors on a job (job holding skills), ability to follow directions in job-related reasoning tasks (practical reasoning), abilities involved in seeking employment (jobseeking skills) and a variety of vocational interest scales were among the most valid (r's in the mid .20's to high .30's).

In an examination of criterion equivalence, 13 of the most relevant outcome measures, usable at program completion, were identified. By virtue of the number and magnitude of significant correlations with longer term, post-program criteria, such short-term measures as counselor ratings, work supervisor ratings, peer ratings, enrollee feelings of vocational adequacy, and amount of trouble with police, qualify as a most defensible set of program completion outcomes (or dependent variables) for any future research, evaluation, or test validation uses.

DEVELOPMENT OF GUIDANCE MEASURES FOR YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE I: MEASUREMENT OF PROGRAM OBJECTIVES AND THE DEVELOPMENT OF CRITERIA

Norman E. Freeberg and Richard R. Reilly
July 1971

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; NEIGHBORHOOD YOUTH CORPS (NYC)

NTIS PB202807/AS
Also Available from ERIC—ED 056067.

DEVELOPMENT OF ASSESSMENT MEASURES FOR USE WITH YOUTH WORK-TRAINING PROGRAM ENROLLEES, PHASE II: LONGITUDINAL VALIDATION

Norman E. Freeberg
January 1974

Report Descriptors: TESTING; DISADVANTAGED; YOUTH; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; PREDICTION OF SUCCESS IN PROGRAMS

NTIS PB231522/AS

4-097 A STUDY OF PREDICTING TENURE AMONG ES APPLICANTS AND COMPLETION OF JOB ENTRY AMONG WIN ENROLLEES THROUGH THE USE OF BIOGRAPHICAL INFORMATION

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin

Contracts 82-09-69-32 and 82-11-72-15
Project completed fiscal year 1975

Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; JOB RETENTION; ASSESSMENT OF APPLICANTS AND TRAINEES; BIOGRAPHICAL INFORMATION BLANK (BIB); BLACKS; DISADVANTAGED

This study tested the feasibility of using biographical information to predict employment tenure of 3 and 6 months' duration.

The contractor developed and tested a biographical information blank (BIB) and then administered a revised version to black disadvantaged ES applicants in three cities. The final sample consisted of 477 men and 255 women who had received no previous training or counseling services and who were placed by State employment service offices into a range of manufacturing and service jobs at varying salary levels. Employment and criterion data were subsequently collected from participating employers 3 and 6 months after date of hire—sooner for those sample members terminating their jobs in the interim.

The study demonstrated the utility of biographical information in differentiating between applicants who have high probability of remaining employed for 3 and 6 months and those who have a low probability of retention for the same periods. Since most turnover (88 percent of the men and 86 percent of the women who did not keep their jobs) occurred early in the employment relationship, recommendations and materials submitted dealt with the 3-month period only. The contractor subsequently undertook a broader test and validation of BIB.

A REPORT ON PREDICTING TENURE AMONG ES APPLICANTS AND COMPLETION OF JOB ENTRY AMONG WIN ENROLLEES THROUGH THE USE OF BIOGRAPHICAL INFORMATION

January 1975

NTIS PB241523/AS

A STUDY OF THE FEASIBILITY OF PREDICTING JOB TENURE AMONG EMPLOYMENT SERVICE APPLICANTS THROUGH THE USE OF BIOGRAPHICAL INFORMATION

1971

Report Descriptors: PREDICTION OF SUCCESS IN PROGRAMS; RECRUITMENT; JOB PLACEMENT; HIRING PRACTICES; JOB RETENTION; TESTING; JOB APPLICANTS; ASSESSMENT OF APPLICANTS AND TRAINEES; JOB MATCHING; BIOGRAPHICAL INFORMATION BLANK (BIB); WORK INCENTIVE (WIN) PROGRAM

NTIS PB202200/AS

4-098 New Developments to Enhance Proper Utilization of the Work Sample Program

STOUT STATE UNIVERSITY
MENOMONIE, WIS.

Dennis Dunn

Grant 92-53-70-12
Project completed fiscal year 1973

Descriptors: WORK SAMPLING; FILMS; ASSESSMENT OF APPLICANTS AND TRAINEES; HANDBOOKS; STAFF TRAINING; PUBLIC EMPLOYMENT SERVICE

The final products of this grant were four films and a handbook which were turned over to the United States Employment Service. The materials related to the training of administrators and supervisors in the use of the work sample technique. (See contracts 82-40-67-40 and 82-40-69-36 for descriptions of the technique.)

4-099 Components of Achievement Motivation as Predictors of Potential for Economic Change

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Joseph Veroff, Robert L. Hubbard, and Kent H. Marquis

Grant 91-24-70-15
Project completed fiscal year 1972

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; MOTIVATION; PREDICTION OF SUCCESS IN PROGRAMS; MICHIGAN, MUSKEGON

The major goal of this methodological research was to identify and validate measures of components of personal achievement orientations that can be used in job training programs.

Using a special matched-sample, quasi-experimental research design, four groups of men from the Muskegon Area Skills Center were interviewed and tested: Those applying, those just entering, those about to complete training, and those in the labor market for at least 6 months after graduation. Answers to test items on personal achievement orientations were grouped into scales according to: (1) Theoretical ideas about "dimensions" of or "settings" for achievement orientations; (2) evidence of a systematic relationship between answers and either training or labor market conditions; and (3) high levels of internal consistency, measured by cluster analysis.

The effectiveness of each scale as a measure of a component of personal achievement orientation was evaluated against four main criteria: (1) High levels of internal consistency; (2) average score differences between groups conforming to hypothesized patterns (separately for motive and expectancy scales); (3) positive associations with experimentally controlled achievement-related behavior; and (4) a positive relationship with the projective resultant motivation index (the principal measure of achievement orientation used in past research). Four scales met all criteria and 14 others met at least two criteria, suggesting further development of these measures.

Four measures meeting the major evaluation criteria—total earned income, wage rate, weeks of employment, and job search activity—were used to analyze the effects of achievement orientations on job success. Results indicated that labor market conditions, inferred from unemployment rates in the Muskegon area, acted as a critical mediating variable in the relationship of personality (such measures as the motive to avoid failure, the motive to succeed, and general expectations) to the economic indexes. Contrary to other studies, high specific expectations about training and jobs decreased with duration of training and were negatively related to job success.

The report made suggestions for applying the findings to job training programs, and advocated development of a more complete model of personal achievement orientations based on longitudinal, rather than cross-section, data for predicting trainees' job success under various labor market conditions. (See grant 91-26-72-12.)

VOL. 1
1972

NTIS PB202824/AS

VOL. 2, (APPENDICES)
1972

NTIS PB202825/AS

4-100 Methods of Assessing the Disadvantaged in Manpower Programs: A Review and Analysis

HUMAN INTERACTION RESEARCH INSTITUTE
LOS ANGELES, CALIF.

Thomas E. Backer

Grant 92-06-72-07
Project completed fiscal year 1973

Descriptors: TESTING; COUNSELING AND GUIDANCE; ASSESSMENT OF APPLICANTS AND TRAINEES; STATE-OF-THE-ART PAPERS

This project surveyed assessment techniques for use with disadvantaged persons in employment and training programs. The report described the work of several completed and ongoing projects concerned with specially designed assessment tools for guiding the disadvantaged into training or employment. In addition, it examined such tests as the General Aptitude Test Battery (GATB) and others commercially available and used in employment and training programs, vocational rehabilitation, and academic and vocational education.

The study uncovered more than 40 assessment devices coming out of or still in the research and development pipeline. The researcher suggested that these were potentially more appropriate for use with the disadvantaged, and when properly validated, should alleviate the shortcomings of most traditional paper-and-pencil tests. For quick reference, summary charts listed key information on the assessment instruments reviewed by the study.

November 1972

NTIS PB213167/AS

4-101 "Job Trials" Experimental and Demonstration Project

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Alfred Fiks

Contract 82-42-72-08
Project completed fiscal year 1977

Descriptors: JOB TRIALS; RECRUITMENT; UPGRADING; MODELS; WORKER UTILIZATION; ASSESSMENT AND EVALUATION; WORK SAMPLING

This project explored the feasibility of having employers, labor unions, educational institutions, and other agencies use "job trials" as a new tool in the process of personnel selection and upgrading.

The contractor developed technical knowledge, guidelines, and models for use of job trials as aids to employers and other organizations. This project was an outgrowth of other research and development work using a work sample technique in employment and training programs and State Agencies as a counseling and evaluation tool for program participants.

The project developed four job trials: Bank Teller, Secretary, Paint Processor, and Public Assistance Worker. All four are highly job-related, content-valid employment test batteries.

The development of the tests went through several stages: Early experimental prototyping, systematic job analysis, conceptual design of the job trial, prototype development and pilot testing, development of the validation version, criterion development and validation testing, and finally, identification of the operational test battery. The final technical reports for each job trial describe the major developmental phases and the research results in detail.

TECHNICAL REPORT—PUBLIC ASSISTANCE WORKER JOB TRIAL
July 1976
NTIS PB262694/AS

BANK TELLER JOB TRIAL-FINAL TECHNICAL REPORT
December 1976
ETA

TECHNICAL REPORT—PAINT PROCESSOR JOB TRIAL
November 1975
ETA

TECHNICAL REPORT—SECRETARY JOB TRIAL
October 1975
ETA

4-102 Interaction Effects of Personality, Job Training, and Labor Market Conditions on Personal Employment and Income

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Kent H. Marquis and Robert L. Hubbard, Survey Research Center

Grant 91-26-72-12
Project completed fiscal year 1977

Descriptors: ASPIRATIONS; INCOME; LABOR MARKET BEHAVIOR; MOTIVATION; WORK ATTITUDES; PREDICTION OF SUCCESS IN PROGRAMS

This research was an attempt to determine the association of achievement-related motives and expectations with the process and outcomes of a job-training program. The specific goals were to: (1) Further develop measures of achievement-related motives and expectations constructed in previous research (grant 91-24-70-15); (2) identify correlates of motive and expectancy scales and isolate factors associated with changes in these scales; and (3) determine the predictive relationship of these measures with economic success after job training.

The data consisted of a reanalysis of data previously collected in a study of 170 students at a skill training center in 1970, a collection of followup data for 115 of these students in 1972, and a replication study of 140 new students in 1972.

High expectations were found among trainees who were placed in jobs at the conclusion of training; those who were not placed had low expectations. Dropouts from the program maintained unrealistically high expectations.
May 1976

NTIS PB276291/AS

4-103 Replacing Jobs with Task Modules as the Work Unit for Test Validation

AMERICAN INSTITUTES FOR RESEARCH
PITTSBURGH, PA.

Brent Baxter

Contract 20-42-74-14
Project completed fiscal year 1976

Descriptors: TESTING; ASSESSMENT OF APPLICANTS AND TRAINEES; ETHNIC GROUPS; JOB ANALYSIS; PREDICTION OF SUCCESS IN PROGRAMS

This project validated the ability of the USES Basic Occupational Literacy Test (BOLT) to predict performance on basic task clusters. A system of tasks was developed to describe work performed in clerical, administrative, and technical positions. These task clusters represented work frequently appearing in entry-level positions. Measures of performance in 13 task clusters were devised and used as criteria to evaluate the validity of BOLT.

The BOLT test and the measures of performance were administered to over 2,000 racial/ethnic groups including males and females ranging in age from 16 to 69. Separate data analysis evaluated the predictiveness of each of the four BOLT subtests within each of the racial/ethnic groups.

The results showed that one or more of the BOLT subtests predicted performance on all of the typical tasks, and in almost every case for each of the subgroups. Analysis of the project's data revealed a high degree of validity and fairness across racial/ethnic groupings and between the sexes. They also showed the feasibility of constructing validation studies on the basis of task clusters rather than on innumerable, constantly changing jobs.
September 1975

NTIS PB247558/AS

4-104 Demonstration of the Use of a Biographical Information System in Improving WIN Program Outcomes

RICHARDSON, BELLOWS, HENRY & CO., INC.
WASHINGTON, D.C.

Frank W. Erwin and James W. Herring

Contract 51-11-75-04
Project still in progress

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; PREDICTION OF SUCCESS IN PROGRAMS; EFFECTIVENESS OF PROGRAMS; JOB PLACEMENT; JOB RETENTION; WORK INCENTIVE (WIN) PROGRAM

The objective of this project is to test the operational use in the Work Incentive Program of the Biographical Information Blank (BIB), developed by the contractor in earlier research (see contract 82-09-69-32) and to determine the extent to which such usage affects program outcomes. The BIB is being used as an aid in selecting participants for employability development and placement services.

The project operates at 10 sites, where the contractor provides technical assistance in the administration and scoring of the BIB. In addition, the contractor will collect, process, and analyze the data on BIB scores and program outcomes for purposes of: (1) Further validating the predictive ability of the BIB found in earlier research and (2) determining the effectiveness of the programmatic use of BIB in improving program outcomes. The latter will include both correlational analysis and a comparative analysis of program outcomes before and after the operational use of the BIB.

4-105 A Study to Refine, Expand, and Validate the Work Sample System Being Used by Selected Local Employment Service Offices

JEWISH EMPLOYMENT AND VOCATIONAL SERVICES, INC.
PHILADELPHIA, PA.

Harold Kulman

Contract 20-42-75-09
Project still in progress

Descriptors: WORK SAMPLING; ASSESSMENT AND EVALUATION; TESTING

This project continues the contractor's earlier work in the development and adoption of the work sample technique (see contracts 82-40-67-40 and 82-40-69-36). The objective of this project is to develop an efficient, low-cost, quickly administered work sample test system that will include a wide variety of occupational areas suitable for the disadvantaged.

To accomplish this objective, the contractor first developed a new work sample system by selecting worker trait group arrangements and occupational areas for the disadvantaged. He then identified performance and behavioral factors associated with the occupational areas to be covered in the system. Finally, he developed work samples for the performance and behavioral factors identified. The contractor field tested this battery in four selected sites differing in population mix and geographic characteristics.

Currently, the contractor is making final modifications to the battery based on the information gathered during the field testing. During this final phase, the contractor will validate the battery and refine operational procedures for administering the new system.

4-106 Evaluation and Analysis of Job-Client (Cleff) Matching Project

ULTRASYSTEMS, INC.
NEWPORT BEACH, CALIF.

Stanley Nathanson

Contract B2C-5415
Project completed fiscal year 1976

Descriptors: WORKER/JOB MATCHING; ASSESSMENT OF APPLICANTS AND TRAINEES; ASSESSMENT AND EVALUATION; COUNSELING AND GUIDANCE; JOB PLACEMENT; COMPUTER SYSTEMS

The Cleff Job Matching System (CJMS) is a computer-assisted procedure for assessing an applicant's pattern of work, related experiences, and activity preferences and matching them with jobs having similar patterns of requirements for successful performance. The objectives of this study were to document the operational experiences of a variety of agencies in using the CJMS and to conduct a "miniexperiment" to provide data on the validity of CJMS.

The project obtained agency data on: (1) Who gets the CJMS; (2) what uses are made of the results; (3) system effects of operational constraints imposed by agency requirements and labor market conditions; (4) the attitudes and opinions of agency management and staffs toward CJMS usage; (5) the costs of using the system; and (6) outcome statistics for comparison of CJMS selected applicants with applicants assessed by conventional methods.

The principal conclusion of the contractor was that the CJMS provides useful measures indicating the retention potential of people/job matches. Statistically significant relationships were found between the eventual job retention of a person and the measures about the person and the person's match to the job by the CJMS.

EVALUATION AND ANALYSIS OF THE CLEFF JOB-MATCHING SYSTEM

VOLUME 1, INTRODUCTION AND SUMMARY
August 1975

NTIS PB248152/AS

VOLUME 2, TECHNICAL DISSERTATION AND APPENDICES
August 1975

NTIS PB266108/AS
ETA COPIES LIMITED

4-107 Assessment Techniques for Disadvantaged in Manpower Agencies: A State-of-the-Art Review

EDWARD GLASER AND ASSOCIATES
LOS ANGELES, CALIF.

Thomas E. Backer

Contract 20-06-78-44
Project still in progress

Descriptors: DISADVANTAGED; STATE-OF-THE-ART PAPERS; ASSESSMENT OF APPLICANTS AND TRAINEES

This project is developing a state-of-the-art monograph on methods of assessing disadvantaged clients in employment and training programs. Updating an earlier study (grant 92-06-72-07), the monograph will include information on recent developments in the general field of psychometrics, and specifically in assessment and will reflect changes in the employment and training delivery system. It will contain a catalog of potentially useful assessment tools and a discussion of relevant issues and suggested strategies.

4C 2. COUNSELING AND GUIDANCE

4-108 Sociological Studies of Occupations

VOCATIONAL GUIDANCE AND REHABILITATION SERVICES
CLEVELAND, OHIO

Robert P. Overs

Contract 81-34-02
Project completed fiscal year 1966

Descriptors: COUNSELING AND GUIDANCE; INFORMATION; LITERATURE REVIEW; OCCUPATIONAL CHOICE

This project prepared abstracts from the field of occupational sociology, geared to the needs of guidance counselors. Dealing with the more subjective factors in vocational choice, such as cultural pressures and role identities, it supplemented bibliographies on objective factors such as wages and hours.

In addition to summarizing the studies and their findings, the 100 abstracts commented on the implications of each study for counseling. Each abstract included the Dictionary of Occupational Titles code.

ABSTRACTS OF SOCIOLOGICAL LITERATURE ON OCCUPATIONS
1965
Available from Curative Workshop of Milwaukee, 750 N. 18th Street, Milwaukee, Wis. 53233

SOCIOLOGICAL STUDIES OF OCCUPATIONS: A BIBLIOGRAPHY
1965

4-109 Counseling Techniques for Mature Women—Report of the Adult Counselor Program, June 14-August 6, 1965

AMERICAN ASSOCIATION OF UNIVERSITY WOMEN EDUCATIONAL FOUNDATION
WASHINGTON, D.C.

Eleanor F. Dolan

Contract 81-08-18
Project completed fiscal year 1966

Descriptors: COUNSELING AND GUIDANCE; TECHNIQUES; INSTRUCTIONAL MATERIALS; MATURE WORKERS; WOMEN; TRANSITION TO WORK

This project was based on the premise that mature women who want to enter or return to work after long absences require different types of counseling than do other groups in the labor force. The project sought to develop techniques for counseling such women about occupational goals, educational requirements, and information on opportunities in suitable occupations.

The project brought together about 20 counselors with a special interest in working with adults or training others to do so. For 8 weeks during the summer of 1965 the participants attended lectures, seminars, and practical demonstrations related to the counseling of mature women.

A manual setting forth techniques for counseling mature women, based on the sessions with the 20 participants, was prepared. The contents included sections on counseling problems, social and educational changes in today's world, and economic and occupational considerations, as well as case studies on counseling techniques.

1966

NTIS PB177322/AS

4-110 The Role of Social Reinforcement Parameters in Improving Trainee Task Performance and Self-Image

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Reuben M. Baron and Alan R. Bass

Contract 81-24-66-04
Project completed fiscal year 1970

Descriptors: DISADVANTAGED; MOTIVATION; ATTITUDES; COUNSELING AND GUIDANCE; TECHNIQUES

This study was designed to test alternative strategies for influencing the motivation and training performance of disadvantaged youth. It assumed that improvement in a trainee's self-image would improve his motivation and, hence, his performance.

In four laboratory-type experiments, the subjects were assigned tasks involving word recognition, visual perception, motor coordination, and perceptual motor skills, which were selected to simulate the kinds of activities performed in training programs. The experimental groups were black girls enrolled in nurse aide training; young men (mostly black) in an auto mechanic training program; black high school students in a summer vocational exploration program; and the girls in the last named group. As the experimental groups repeatedly performed these tasks, the researchers tested the effectiveness of social reinforcement of different types (material vs. verbal, praise of person vs. praise of performance), sources (peers vs. an authority figure), and schedules (frequency and direction; i.e., praise vs. criticism). Effectiveness was measured by changes in self-image (beliefs about self and evaluation of self) and in task performance.

In all four experiments, self-image improved much more than task performance.

The researchers concluded that the most effective reinforcer was what each subject perceived as appropriate to the present situation and that this perception differed with past experience. Consequently, they recommended research to determine the kinds of past reinforcement, the relationship between self-image and task performance, and the extent to which laboratory research can be generalized to other settings.

1970

NTIS PB187700/AS

4-111 Building Better Lives, A Program for the Utilization of the Evansville Rehabilitation Center for Manpower Training—Phases I and II

THE REHABILITATION CENTER, INC.
EVANSVILLE, IND.

Contract 82-16-66-42
Project completed fiscal year 1971

Descriptors: DISADVANTAGED; RURAL AREAS; REHABILITATION; STAFF ATTITUDES; STAFF TRAINING; COUNSELING AND GUIDANCE

This project involved a rehabilitation center which worked with nondisabled disadvantaged persons and facilitated their employment. In the first phase, directive counseling was found to be successful with rural disadvantaged persons. The second phase sought to determine the effectiveness of this technique with urban dwellers.

The report describes the program's operation and the attitudes the traditional rehabilitation professional should develop and retain to have any success in working with disadvantaged persons. The report also describes efforts and training required of staff in developing a highly directive approach to the problems of the clients.

1971

NTIS PB199087/AS

4-112 Developing Group Counseling Models for the Neighborhood Youth Corps

ARIZONA STATE UNIVERSITY
TEMPE, ARIZ.

Calvin Daane

Contract 41-7-005-3
Project completed fiscal year 1969

Descriptors: NEIGHBORHOOD YOUTH CORPS (NYC); COUNSELING AND GUIDANCE; PARAPROFESSIONALS; BEHAVIOR MODIFICATION; YOUTH; WORK ATTITUDES; MONOGRAPHS

This study developed and tested five group counseling models for use in Neighborhood Youth Corps (NYC) programs. A representative sample of 243 in-school enrollees in Albuquerque, N.M., and out-of-school enrollees in Phoenix, Ariz., were assigned to five types of experimental counseling groups and two control groups. Sixteen 2-hour counseling sessions extended over 8 weeks were conducted by teams consisting of a professional counselor and an NYC project coordinator, who underwent 3 weeks of intensive training in conducting the models.

The counseling rationale was based on observation and interviews with personnel and enrollees at selected NYC projects and a review of the literature dealing with the NYC population, which suggested that these youth were disproportionately beset by problems of coping with authority, communication skills, vacillation between pessimism and optimism, and conflicts between environmental independence and psychological dependence. Accordingly, the rationale rested on the premise that behavior conditioning within an existential group framework (designed to encourage free expression of inner feelings) would best foster the enrollees' personal growth.

The five models (interpersonal, problem identification, intrapersonal, perceptual modification, and relationship) each had a different focus, but the same basic counseling techniques, developed from dynamic and behavioral learning concepts, were employed by the counseling teams in all models. The techniques included task prescription (instruction), selective responding (operant conditioning), modeling (social imitation), and "other-rapport" statements (free insight).

Among the enrollees who participated in the counseling, the study documented improvements in social behavior and employability and a reduction in police contacts. In-school enroll-

ees showed the greatest gains in expanding their perceptions and out-of-school enrollees in their attitudes toward the NYC program, work, and fellow workers. The respective models which focused on such changes—perceptual modification and problem identification—were superior to the other models in many respects and called for rather highly organized sets of behaviors which minimally trained counselors might readily learn. Since most of the NYC coordinators who served as cocounselors lacked professional counselor training, it is especially significant that the researcher found the professional-paraprofessional teams very effective in group counseling.
1969

NTIS PB182512/AS
ETA R&D MONOGRAPH NO. 13
Also available from ERIC—MP 001025

4-113 PROJECT REACH: RURAL EMPLOYMENT ACTION AND COUNSELING HELP

THE INSTITUTE OF HUMAN RELATIONS, LOYOLA UNIVERSITY
NEW ORLEANS, LA.

Contract 82-20-67-51
Project completed fiscal year 1971

Descriptors: RURAL RESIDENTS; COUNSELING AND GUIDANCE; INSTRUCTIONAL MATERIALS; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; ATTITUDES; SERVICE DELIVERY SYSTEMS

The purpose of this project was to test both a delivery system for employment services in rural areas and the use of an employment-centered organization as a catalyst for local human resources development.

The core of the program was a technique called Decision-making Oriented Group Counseling, used in small-group sessions. One feature of these sessions was "Imaginal Education",—discussions involving role-playing, movies, folk songs, poetry, paintings, and other audiovisual media.

Although the program succeeded in involving rural people and making them aware of their problems and needs, the dropout rate was high. Nevertheless, information on the project's failures as well as its successes provided insights for those working with rural people. The report also provided detailed curricular materials for group counseling to restructure motivation and attitudes. It also recommended structure and program for rural employment service offices.
1971

NTIS PB199771/AS

4-114 PROBLEMS OF COUNSELING SPECIAL POPULATIONS PURSUANT TO GOVERNMENT MANPOWER PROGRAMS

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Edward Gross

Grant 91-25-67-12
Project completed fiscal year 1968

Descriptors: COUNSELING AND GUIDANCE; TECHNIQUES; YOUTH; DISADVANTAGED; MINORITIES

This study considered whether the preponderance of minority groups in the caseloads of Youth Opportunity Centers might affect the kind and value of the counseling in these centers. Youth Opportunity Centers (YOC's) have been established in major cities since 1965 to coordinate Department of Labor programs for developing youth employability and employment opportunities. The YOC counselor decides on, and arranges for, the sort of help each individual needs—medical, psychological, reading, job-interviewing skills, consumer education, occupational information, market information, family counseling, or job experience.

Youth Opportunity Centers in 12 cities were selected for study, because they offered a representative range of clients, including blacks, Puerto Ricans, American Indians, Mexican Americans, Appalachian whites, other migratory laborers, and smaller numbers of other disadvantaged groups. Interviews were conducted with Labor Department regional office personnel, the manager of each YOC, counseling supervisors, a sample of counselors with differing amounts of experience, a sample of other professional persons, and a small number of clients.

It appeared unlikely to the researcher that the Youth Opportunity Center's use of counseling would make any significant impact on the employability of an individual. Usually not fulfilled in the YOC setting were the following assumptions necessary for successful counseling: (1) That the client comes voluntarily, (2) that he wants help, (3) that he accepts the professional authority of the counselor, (4) that the client comes as an individual because he desires to change as an individual, and (5) that the counselor accepts the client. These assumptions appeared least likely to pertain when a high proportion of clients were members of minority groups and when the counselors were college-educated whites, both of which conditions characterized YOC's.

Recommendations were made for changes in the approach to YOC counseling which the researcher concluded would help clients realize their potential and, at the same time, build their ethnic identity into a source of pride and motivation.
1967

NTIS PB177564/AS
Also available from ERIC—MP 000626; *Employment Service Review*, January-February 1968 (summary)

4-115 A STUDY OF EMPLOYMENT AGENCIES AND SCHOOL PLACEMENT SERVICES IN A LARGE METROPOLITAN LABOR MARKET AREA—PLANNING PHASE

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Lloyd Ulman, Margaret S. Gordon, and Margaret Thal-Larsen

Grant 91-05-67-60
Project completed fiscal year 1969

Descriptors: PRIVATE EMPLOYMENT AGENCIES; COUNSELING AND GUIDANCE; HIGH SCHOOLS; JOB PLACEMENT; VOCATIONAL EDUCATION

This study laid the basis for exploring: (1) The impact of national employment and training programs on the roles and effectiveness of public and private employment agencies and placement services; and (2) the relationships between employment agencies and educational institutions, with reference to the development, transmission, and use of information on occupational changes, particularly for educational policy and vocational education planning.

Two interview schedules were developed in preliminary form. The first was designed for use with public and private employment agencies and placement services. The second was designed for practicing counselors in public and private high schools and junior colleges.

These interview schedules were tested and then used in a full-scale survey (see 81-05-68-43).

4-116 VOCATIONAL GUIDANCE PROGRAM FOR HIGH SCHOOL YOUTH

HOUSTON VOCATIONAL GUIDANCE
HOUSTON, TEX.

Carol Anderson Ramirez

Contract 82-46-68-42
Project completed fiscal year 1974

Descriptors: VOCATIONAL GUIDANCE; INSTRUCTIONAL MATERIALS; STAFF TRAINING; AUDIOTAPES; FILMS; HIGH SCHOOLS

The purpose of this project was to introduce vocational guidance into the regular school curricula in the 10th, 11th, and 12th grades, to enable high school youth to make a better transition from school to work and/or training.

A group method of instruction was devised, to be guided by a regular teacher, following a curriculum of subject matter devised and tested for the program. Subject matters included: local labor market information, techniques of seeking employment, career planning, and problem-solving in critical areas relating to getting and holding a job.

The group technique was central, and a staff training package was developed to manage it. The group was task-oriented, not therapeutically oriented; and it aimed to augment regular counselors with other teachers, using part of regular class time.

The project was able to expand from sites in Houston high schools to a statewide high school service availability, as the Texas education agency funded its extension.

The materials developed by the project are designed for use by any high school counselor or teacher and thus can augment the number of personnel providing career guidance.

CAREER GUIDANCE THROUGH GROUPS: A JOB PLACEMENT AND GROUP VOCATIONAL GUIDANCE SERVICE FOR HIGH SCHOOL YOUTH, PHASE II

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; JOB PLACEMENT; INSTRUCTIONAL MATERIALS; INSTRUCTIONAL MATERIALS

NTIS PB199475/AS

THE GROUP GUIDANCE PROGRAM

NTIS PB222122/AS-SET

The Group Guidance Program is available as a set from NTIS. It includes the material from PB 222123 and PB 222124.

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUPS

VOL. 1, OPERATIONS MANUAL

Judy Meyer and Carol Anderson
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; HIGH SCHOOLS; INSTRUCTIONAL MATERIALS; INSTRUCTIONAL MATERIALS

NTIS PB222123/AS

THE GROUP GUIDANCE PROGRAM: CAREER GUIDANCE THROUGH GROUP DYNAMICS FOR SECONDARY SCHOOL STUDENTS

VOL. 2, CURRICULUM MATERIALS

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; CURRICULUMS; INSTRUCTIONAL MATERIALS

NTIS PB222124/AS

THE GROUP GUIDANCE AND JOB PLACEMENT PROGRAM FOR HIGH SCHOOL YOUTH

VOL. 3, WORKSHOP TRAINING MANUAL

Keith Turkington, Carol Anderson, et al.
June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; HANDBOOKS

NTIS PB222411/AS

THE GROUP GUIDANCE PROGRAM: A GROUP CAREER GUIDANCE AND JOB PLACEMENT PROGRAM FOR SECONDARY SCHOOL YOUTH

VOL. 4, A COMMUNITY RESOURCE MANUAL—PROTOTYPE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING

NTIS PB222412/AS

MULTI-MEDIA STAFF TRAINING PACKAGE

June 1973

Report Descriptors: VOCATIONAL GUIDANCE; STAFF TRAINING; INSTRUCTIONAL MATERIALS; AUDIOTAPES; FILMS

Available from Houston Vocational Guidance, 2525 San Jacinto St., Houston, Texas 77002.

4-117 PLACEMENT AND COUNSELING IN A CHANGING LABOR MARKET: PUBLIC AND PRIVATE EMPLOYMENT AGENCIES AND SCHOOLS

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Margaret Thal-Larsen, Gordon Cavana, and John Dana

Contract 81-05-68-43
Project completed fiscal year 1971

Descriptors: PRIVATE EMPLOYMENT AGENCIES; PUBLIC EMPLOYMENT SERVICE; HIGH SCHOOLS; COUNSELING AND GUIDANCE; JOB PLACEMENT; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; CALIFORNIA, SAN FRANCISCO

This study was part of a broad program of labor market research in the San Francisco Bay area (see contract 81-05-67-24). One objective of this study was to determine the impact of employment and training legislation, policies, and practices on the relative roles and effectiveness of public and private employment agencies, and on the conduct of school occupational guidance activities from 1960 through 1968. Another objective was to determine the relationships that exist between employment agencies and educational institutions with respect to their goals and their operations, with particular emphasis on the significance of their activities to the development, communication, and use of labor market information.

It was found that neither the public employment service nor the schools of the Bay area had resources sufficient to perform their assigned duties effectively; they had deficiencies of expertise, sound administrative policies, and community consensus, as well as of funds and staff. Public employment agencies were directed to provide greatly expanded services to the disadvantaged under recent legislation, but were not serving these workers effectively, despite major changes in organization, staffing, and program. Moreover, additional service for this group was reflected in diminished services to better qualified applicants and to employers, resulting in the increasing use of private employment agencies in the more favored sectors of the labor market. The public schools were making little progress in meeting the enlarged responsibilities under recent educational legislation for occupational guidance and vocational preparation. Their counseling programs were found to be so impaired by shortages of resources that the provision of adequate occupational guidance received secondary consideration. Lack of insights into the realities of the labor market also hindered curriculum planning. It appeared, further, that both a lack of cooperation between placement agencies and the schools and the shortage of adequate labor market information were exacerbating the already difficult situation created by general underfunding.

The major recommendation emerging from this research was that a greater effort be made to create a labor market information system in the Bay area. Only private employment agency managers believed that the information now received was adequate.

With no basic shift in policy or any great increase in funds, the following improvements could be achieved, the researchers

concluded: (1) The employment service could better coordinate federally supported employment and training programs, develop procedures to allow local offices to cooperate within areas defined by employer recruitment practices, and make more use of modern electronic equipment for such operations as selection training. (2) The schools could undertake studies to help counseling departments exert more influence on performance of various types of organizations and procedures; give students vocational guidance earlier in their school careers; and insure that students who are not progressing steadily possess both the basic skills for job entry and the potential for further training and career advancement.
1972

NTIS PB197271/AS

4C 3. JOB DEVELOPMENT, PLACEMENT, AND FOLLOWUP

4-118 A Group Orientation Approach for Facilitating the Work Adjustment of the Hard-Core Unemployed

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Hjalmar Rosen and John E. Theahan

Contract 81-24-68-24
Project completed fiscal year 1970

Descriptors: HARDCORE; ORIENTATION; EMPLOYER PRACTICES AND POLICIES; TECHNIQUES; TURNOVER; ABSENTEEISM

This study examined the effectiveness of two methods of orienting hard-core unemployed men hired by a large industrial company.

Before the hiring program began, management personnel were neutral toward it, while coworkers, union officials, supervisors, and other management officials had positive attitudes about it. After the program, the attitudes were reversed. In fact, the company got a contract from the Manpower Administration for a new hardcore hiring program.

Forty-nine men were randomly assigned to either the company's customary job orientation program (which included talks by officials and staff and films) or experimental group orientation meetings structured by professionals to encourage free expression of attitudes and emotions growing out of the men's work and life situations.

The standard orientation proved to be superior to the experimental program in almost all measures of effectiveness—a finding attributed to the standard program's ability to help workers cope with specific work-related problems. Although the 6-month turnover rates were comparable for the total hardcore group and regular new employees in equivalent job categories, turnover was significantly lower for those in the standard orientation program than for those in the experimental program. Both regular new employees and the company-trained group of the hardcore had significantly lower rates of unauthorized absences than the experimental group. Unexcused absences and/or irregular attendance were the basis for most terminations of hardcore workers. Three months after hire, a significantly higher proportion of company-trained employees than of the experimental group were recommended for merit increases by their supervisors.

Recommendations by the researchers stressed the need for firms to establish clear guidelines for supervising hardcore workers and discuss them with the immediate supervisors of these workers. They also advocated the provision of information and counsel to both supervisors and hard-core workers.

Finally, the researchers recommended that loose standards of expected behavior be established for the initial employment period. To minimize dual standard complaints, they would bring the hard-core into the company as "work apprentices" at a rate below that usually assigned to the job and move them into regular employee status when they achieve the normal standards, with retroactive pay if appropriate.
1970

NTIS PB188045/AS

Also available in Rosen A. Hudson, "The Hard-Core and the Puritan Ethic," *Manpower*, Vol. 2, no. 1, January 1970, pp. 29-31; "Employee Attitudes Toward a Hard-Core Hiring Program," *Journal of Applied Psychology*, vol. 54, No. 6, December 1970, pp. 473-478

4-119 On-the-Job Orientation of Unemployed Negro Skill Center Trainees and Their Supervisors

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Hjalmar Rosen, Gerald Cooke, and Lynn B. Anderson

Contract 81-24-68-35
Project completed fiscal year 1972

Descriptors: ORIENTATION; BLACKS; OCCUPATIONAL TRAINING; TRANSITION TO WORK; TELEPHONE INDUSTRY; SUPERVISION; ROLE PLAYING

This study focused primarily upon young black women who would have been rejected had they applied for employment through regular channels at a large telephone company. They received job training at a skill center before going on the job and then a group of them participated in an experimental orientation program conducted by the researchers at the telephone company. The researchers evaluated the effectiveness of their orientation, which featured role playing in group problem-solving sessions, and analyzed the attitudes of the workers' supervisors, who were also exposed to such sessions.

The study found that in none of the four jobs studied did the employees with orientation have a better record of staying on the job than those who did not receive the orientation, which amounted to six 2-hour sessions for supervisors and nine 2-hour sessions for employees. Nor did orientation make for higher or lower merit ratings by supervisors.

In this study, two factors seemed significant in differentiating between "stays" and "leaves"—aspiration level (as deduced from earlier job experiences and education level) and indexes of familial maladjustment; i.e., divorce or dependence upon an extended family unit.

The researchers concluded from their study that, with a special employee group placed in regular jobs, no form of intervention should be practiced that: (1) Would disrupt the normal activity or schedule of the special employee, his coworkers, or his supervisor; and (2) would single out the employee as needing special support or special treatment.

Social responsibility was found to have a negative value in orientation of supervisors. Work related factors were more important and should be stressed, in the researchers' opinion.
1972

NTIS PB192568/AS

4-120 Job Development for the Hard-To-Employ

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Louis A. Ferman

Contract 82-24-68-20
Project completed fiscal year 1971

Descriptors: JOB DEVELOPMENT; HARDCORE; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; HANDBOOKS

This is a report on the elements that must be included in a job development component of an employment and training program. It covers structure and organization, problems of

administration and management, approaching the employer, rural areas, working with unions, and the public sector. It summarizes the activities, skills, and role structure necessary to an effective job development team consisting of job market analyst, employment specialist, placement specialist, job development specialist, and job coach.
1971

NTIS PB202461/AS
ETA EXPERIMENTAL AND DEMONSTRATION FINDINGS NO. 4

4-121 Exploring Means of Overcoming the Problems of Transition from Training to Work

ASSOCIATES FOR RESEARCH PHILADELPHIA, PA.

Abraham Wolf and Stephanie F. Jackson

Grant 92-40-70-09
Project completed fiscal year 1972

Descriptors: TRANSITION TO WORK; WELFARE RECIPIENTS; METHODOLOGY; TRAINING EFFECTIVENESS AND IMPACT; PREDICTION OF SUCCESS IN PROGRAMS; PENNSYLVANIA, PHILADELPHIA

In this study of enrollees and graduates of several training programs in Philadelphia—primarily welfare recipients, the grantee developed three scales for predicting a successful transition from training to work. Responses to questionnaires administered to particpants in the programs were used to construct scales of: (1) Attraction—defined by participants' perceptions of aspects of work which were attractive or beneficial to them; (2) loss—unattractive aspects of work or losses (for example, spending less time with children) which trainees associated with taking a job; and (3) barriers to employment—practical problems such as ill health or lack of child care, as well as negative perceptions of the job situation itself, such as its strangeness.

Although further work was recommended to refine and test the scales before they can be regarded as reliable predictors, the study indicated that trainees who fully understand the difficulties they may encounter in adjusting to work are most likely to make a successful transition.

NTIS PB203727/AS

4-122 Testing of Various Methodologies for Increasing Job Listings

MICHIGAN EMPLOYMENT SECURITY COMMISSION DETROIT, MICH.

Edward J. Giblin, Applied Behavioral Research, Inc.

Contract 82-26-71-41
Project completed fiscal year 1973

Descriptors: EMPLOYER SERVICES; EMPLOYMENT OPPORTUNITIES; JOB LISTING; JOB DEVELOPMENT

This 20-month action-research project was started in July 1971 because of the concern of the U.S. Employment Service over a serious decline in job openings and placements by local employment service (ES) offices. The prime contractor, with the assistance of Applied Behavioral Research, Inc., the subcontractor, was assigned to develop a demonstration project in Grand Rapids which would provide guidelines for effective employer services programs elsewhere in Michigan and outside.

Activity centered on two areas: (1) Program development, involving a new method of selecting employer advisory committees, a new employer information and coordination system, and better public relations; and (2) organizational development to increase the effectiveness of the local office's personnel, to create and train an employer services unit, to design a management improvement program, to train other local ES staff, and to provide guidelines for future actions.

Toward the end of the project several workshops and seminars were conducted, and the actions recommended at these have been implemented in other parts of Michigan.

EMPLOYER SERVICES ACTIVITIES AND MANPOWER POLICY

Edward J. Giblin and Louis L. Levine
1972

NTIS PB211993/AS

ACHIEVING MANPOWER GOALS THROUGH MORE EFFECTIVE EMPLOYER SERVICES PROGRAMS

VOL. 1, FINAL REPORT

Edward J. Giblin and Louis L. Levine
March 1973

NTIS PB220165/AS

GUIDELINES FOR INSTALLING AND MAINTAINING AN EFFECTIVE EMPLOYER SERVICES PROGRAM LOCALLY

VOL. 2, PROJECT FINAL REPORT

Edward J. Giblin, Louis L. Levine, and Lawrence W. Hawkins
March 1973

NTIS PB220166/AS

4-123 Job Analysis for Human Resource Management: A Review of Selected Research and Development

MANPOWER MANAGEMENT INSTITUTE WASHINGTON, D.C.

Michael Wilson

Grant 21-11-73-40
Project completed fiscal year 1974

Descriptors: STATE-OF-THE-ART PAPERS; JOB ANALYSIS; JOB RESTRUCTURING; PERSONNEL ADMINISTRATION; PLANNING, RESEARCH, AND DEVELOPMENT; MONOGRAPHS

This project reviewed, synthesized, and analyzed the findings of completed and ongoing research and development projects, as well as the activities of ongoing programs sponsored by the Manpower Administration that are concerned with job analysis procedures and techniques. This information has been interpreted for its current and potential usefulness in such areas of concern to the Manpower Administration as job restructuring, career ladder development, training program development, job matching, and other activities related to human resources development and management.

The project consisted of four phases. Phase I was a review and analysis of relevant research and development reports and other literature, onsite visits, and personal interviews and correspondence with other researchers. Phase II involved the preparation of a first draft of the report. Phase III involved conducting a 1-day seminar of researchers and practitioners to refine the first draft of the report. Phase IV involved the preparation of the final report.

Four basic job analysis methodologies were described—the Department of Labor approach, the Upjohn Institute's Functional Job Analysis, the Health Services Mobility Study Methodology, and Purdue University's Position Analysis Questionnaire. The report dealt with four specific applications of job analysis data: job restructuring, education and training program development, qualifications examining, and performance evaluation.

One recommendation stemming from this study is that State employment service staff should be given more intensive train-

ing in job analysis and its applications in order to enhance their employer services capabilities.
January 1974

NTIS PB238789/AS
ETA MANPOWER RESEARCH MONOGRAPH NO. 36

4-124 Handbook for Use of Basic Job Skills

SYNECTICS CORPORATION
ALLISON PARK, PA.

Sara J. Munger

Contract 20-42-74-19
Project completed fiscal year 1977

Descriptors: HANDICAPPED; RETARDED; HANDBOOKS; EMPLOYMENT OPPORTUNITIES; JOB ANALYSIS; WORKER/JOB MATCHING

The contractor developed a handbook that attempts to show how occupational areas for the mentally retarded can be broadened.

In developing the handbook the contractor cross-matched aptitude patterns from the various test batteries with groups of jobs requiring only basic skills, as listed in the *Dictionary of Occupational Titles* (DOT) and its supplements. In addition, the contractor, in cooperation with the Division of Occupational Analysis, U.S. Employment Service prepared a listing of selected jobs from the DOT. The contractor also field tested the handbook in selected public and private employment agencies, analyzed the results, revised the handbook, and prepared a technical report describing the development of the handbook, the research methodology, and outcomes involved in the study.

The handbook consisted of two volumes: the first dealt with job counseling and placement techniques, and the second summarized the requirements of more than 8,000 of the occupations listed in the DOT.

JOB COUNSELING AND PLACEMENT FOR THE USE OF BASIC SKILLS

VOLUME I, TECHNIQUES
July 1977

NTIS PB271702/AS

VOLUME II, JOBS
July 1977

NTIS PB271703/AS

4C 4. INSTRUCTIONAL MATERIALS FOR TRAINING

4-125 A Pilot Study of the Use of Area of Interest Self-Instructional Reading Courses Among Young Persons Considered To Be Neither Self-Motivated Nor Self-Supporting

U.S. INDUSTRIES, INC.
SILVER SPRING, MD.

Richard E. Walther

Contract MDTA 35-64
Project completed fiscal year 1966

Descriptors: PROGRAMED INSTRUCTION; BASIC EDUCATION; INSTRUCTIONAL MATERIALS

The object of this research was to test the feasibility of utilizing self-instructional devices to improve the reading skills of young men neither in schools nor in the labor force, as a means of increasing their interest in vocational training and employment. The project had three phases: (1) A field study designed to test assumptions concerning areas of vocational interest, reading ability, and motivation; (2) the design and preparation of the program and the equipment; and (3) an evaluation of the programs and instructional systems. In all, 114 young men from three ongoing projects participated in the study.

Three reading programs were developed: (1) A set of "rules of the road" for automobile drivers; (2) a description of the work of the plumber; and (3) a description of the work of the carpenter. Three different self-instructional techniques were employed in testing simultaneously the efficacy of the different reading programs and different types of self-instructional devices.

Significant learning gains in both vocabulary and comprehension were reported in all programs. Differences in study time and efficiency were observed among the automated instructional systems, some of them statistically significant.

Observations and case studies were included in the report for guidance in developing teaching materials and assessing the use of different kinds of programed training devices.

Richard E. Walther and Leigh H. Ferguson
1966

NTIS PB177402/AS
Also available from ERIC—MP 100

4-126 Accelerated Training of Unemployed and Underemployed Through Specialized Program Instruction and the SMART Trainer (SNAP/SMART)

EDUCATIONAL COMPUTER CORPORATION
RADNOR, PA.

Nick Siecko and Robert Labdik

Contract 82-40-67-56 and 82-32-70-06
Project completed fiscal year 1972

Descriptors: SIMULATION; VOCATIONAL EDUCATION; SNAP-SMART PROJECT; UNDEREMPLOYMENT; INSTRUCTIONAL MATERIALS

This project attempted to determine the usefulness of a specialized training technique, using a work simulation device for persons of low reading achievement who could not normally enter or learn from a traditional skill-training program.

The contractor recruited, tested, assessed, and selected disadvantaged participants, and provided vocational training (in auto mechanics, appliance service, and heating mechanics), counseling, job development, and placement. The contractor used the SMART trainer (a work-simulation device), controlled laboratory exercises, programed instruction, and specialized instructional materials to test the use of the trainer as a diagnostic tool for predicting job success.

In the first phase of the project, the major finding was that persons of low verbal conceptual skills could profit from a training program utilizing programed instruction. Dropout rates for the trainees were lower than normal because of the training machine's appeal; and motivation was especially high because they obtained immediate satisfaction from their observed success. Their average initial hourly wage was 10 cents an hour more than the average manufacturing wage in the area, and 91 percent were still working a year and a half later, with a 16-percent increase in average hourly wage.

The Report on phase II explains how the project demonstrated that the application of pattern recognition learning principles to the technical training of persons with no more than fourth-grade reading skills can avert the frustration they may experience in more traditional programs which require verbal-conceptual learning prior to actual performance.

FINAL REPORT, THE SNAP/SMART PROJECT

Robert Labdik
September 1969

NTIS PB199976/AS

FINAL REPORT OF SNAP/SMART II: A SIMULATION-BASED OCCUPATIONAL TRAINING PROJECT

Alan Letofsky
March 1972

NTIS PB210864/AS

4-127 PROJECT BOLT (BASIC OCCUPATIONAL LANGUAGE TRAINING)

THE PUERTO RICAN FORUM, INC.
NEW YORK, N.Y.

Contracts 82-34-68-04 and 82-34-69-28
Project completed fiscal year 1972

Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); SPANISH-SPEAKING AMERICANS; BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; INSTRUCTIONAL MATERIALS

This project taught English skills to the Spanish-speaking and Spanish skills to the English-speaking. The basic objective was to design and develop new tools for teaching job-oriented English to the low-skill, low-wage Spanish-speaking worker. Supervisors and managers of Spanish-speaking employees were given similar courses in rudimentary Spanish to facilitate improved communications.

BOLT curricula emphasize high-skilled instructors, audiovisual and audiolingual techniques, job-oriented vocabularies and onsite instruction.

Seventy-nine courses have been completed, with a total of 759 graduates. Effectiveness is borne out by research data and followup evaluations.

The Puerto Rican Forum, Inc., now provides technical assistance to employment and training agencies across the country for use of the BOLT methodology.

PROJECT BOLT—FINAL REPORT FOR THE EXPERIMENTAL AND DEMONSTRATION PHASE OF THE BASIC OCCUPATIONAL LANGUAGE TRAINING PROGRAM
1972

NTIS PB205424/AS

BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT), SEPTEMBER 1, 1967—JANUARY 31, 1969
1972

NTIS PB201469/AS

4-128 DEVELOPMENT OF A PROGRAM OF INSTRUCTION FOR WIN EMPLOYABILITY ORIENTATION AND AN INSTRUCTIONAL PROGRAM FOR EMPLOYABILITY ORIENTATION

HUMAN RESOURCES RESEARCH ORGANIZATION
ALEXANDRIA, VA.

Donald F. Haggard

Contract 51-49-70-06
Project completed fiscal year 1972

Descriptors: WORK INCENTIVE (WIN) PROGRAM; ORIENTATION; WORK ATTITUDES; JOB ANALYSIS; INSTRUCTIONAL MATERIALS

The objective of this project was to develop a flexible model of a program of instruction for WIN orientation training, that is, that portion of training dealing with general employability and socioeconomic adaptation to society, rather than specific job skills. The handbook which resulted was based upon the most pressing needs of WIN enrollees as perceived by WIN teams conducting orientation training. Specific guidelines and materials for orientation training were presented in relation to each stated trainee needs. Additional guidelines and materials would permit the training developer to tailor the model program to the specific needs of the trainees in each particular program. Evaluation instruments then would allow for continued quality control of the program.

Eighteen subjects of instruction were covered in the handbook, and over 50 instructional units were given for use in training an enrollee: (1) To meet home and family responsibilities so that he is able to attend to the demands of employment; (2) to develop an understanding of factors affecting career choice and to acquire attributes required for attaining employment goals; (3) to seek and find full-time employment appropriate to his capabilities, career expectations and interests; and (4) to hold a job and advance on the job according to his ability.

AN INSTRUCTIONAL PROGRAM FOR EMPLOYABILITY ORIENTATION

William C. Osborn and others
1972

NTIS PB207395/AS

DEVELOPMENT OF A PROGRAM OF INSTRUCTION FOR WIN EMPLOYABILITY ORIENTATION
1972

NTIS PB210090/AS

4-129 MODEL PROGRAM TO INSTRUCT MANPOWER TRAINING PERSONNEL IN SELECTION AND APPLICATION OF REMEDIAL INSTRUCTIONAL MATERIALS TO MEET INDIVIDUAL TRAINEE NEEDS

TECHNICAL EDUCATION RESEARCH CENTER, INC.
CAMBRIDGE, MASS.

Donna Seay

Contract 82-25-71-10
Project completed fiscal year 1974

Descriptors: BASIC EDUCATION; STAFF TRAINING; DISADVANTAGED; INDIVIDUALIZED INSTRUCTION; PROGRAMED INSTRUCTION; PREVOCATIONAL TRAINING; AUDIOTAPES; FILMS; MOTIVATION; WORK SAMPLING

The purpose of the project was to develop a staff training system that would enable a staff to install, implement, and evaluate a system of delivery of basic and prevocational education in an individualized manner.

The theory and concepts of individualization have been accepted generally, and adequate off-the-shelf materials are available. This project aimed to provide a management system that would link diagnosis, prescription, management, and evaluation.

The project worked originally with staff in each of five sites to develop and perfect training materials that would communicate effectively how to operate systematically an individualized delivery of basic and prevocational education.

It was found that effective and efficient staff training materials could be developed and packaged for staff training. It was also found that the project could train other trainers (teacher-educators) who could in turn deliver the training effectively with the staff training package. The training has been sought and found highly useful by trade schools, skill centers, and community colleges. Preliminary summary data on students who have gone through programs under staff trained in this manner indicate greater progress in shorter time spans than usual.

MULTI-MEDIA STAFF TRAINING PACKAGE
August 1974
Available from Technical Education Research Center, Inc., 44 Brattle St., Cambridge, Mass. 02138.

THE INDIVIDUALIZED MANPOWER TRAINING SYSTEM
August 1974

NTIS PB247383/AS

Also available from Technical Education Research Center, Inc., 44 Brattle St., Cambridge, Mass. 02138.

4-130 Final Report on the Analysis of Impact of Utilization By Regular Manpower Agencies of E&D Developed Basic Occupational Language Training (BOLT) Program

DEVELOPMENT ASSOCIATES, INC.
WASHINGTON, D.C.

Leveo Sanchez

Contract 20-11-73-02
Project completed fiscal year 1974

Descriptors: ENGLISH AS A SECOND LANGUAGE (ESL); BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT); SERVICES TO WORKERS; SPANISH-SPEAKING AMERICANS; TRAINING EFFECTIVENESS AND IMPACT; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES

The study's objectives were to analyze the nature and extent of changes in English as a Second Language (ESL) and other employment and training program services delivered by local agencies whose staffs received BOLT assistance, to appraise enrollee performance in BOLT, and to assess the impact of this performance on enrollees' subsequent experience in training and/or employment.

ESL services provided by 30 local agencies that received assistance from the Puerto Rican Forum (which developed BOLT under contracts 82-34-68-04 and 82-34-69-28) were studied in 10 cities. Data were obtained from all Spanish-Speaking enrollees who entered the program in these 10 cities between October 1972 and March 1973, and from a control group of 250 currently entering the program in five of these cities.

The contractor's major findings are that 50 percent of those agencies receiving BOLT training lacked the institutional framework to implement that training, and that both trainees and agency staff could make no distinction between ESL and BOLT. Local staff felt that the training would have been more effective if it had been less intensive and more relevant to their needs and that cultural misunderstandings caused serious problems in the training's effectiveness.

FINAL REPORT ON THE ANALYSIS OF IMPACT OF UTILIZATION BY REGULAR MANPOWER AGENCIES OF E&D DEVELOPED BASIC OCCUPATIONAL LANGUAGE TRAINING (BOLT) PROGRAM

Fred A. Garcia
September 1973
ETA

4-131 Basic Education Services in Manpower Training Programs: A Report from the National Inventory of Manpower Programs

BUREAU OF SOCIAL SCIENCE RESEARCH, INC.
WASHINGTON, D.C.

Gene B. Petersen

Grant 21-11-73-24
Project completed fiscal year 1973

Descriptors: BASIC EDUCATION; EMPLOYMENT AND TRAINING PROGRAM STAFFING; INSTRUCTIONAL MATERIALS; INSTRUCTORS; TESTING

This report covered the extent, availability, and cost of basic and remedial education in various employment and training programs administered by the Department of Labor. It discussed why basic education was provided, what types of organizations provided it what texts and tests were used, how much instruction was necessary to advance one grade level, problems in staffing the programs, and the types of instructors and staff needed. The report revealed that the Department was spending approximately $100 million annually on these programs and that more than 10,000 instructors were employed to teach in them.
1973

NTIS PB213360/AS

4-132 New Education Programing in Manpower Training Projects

GRAHAM ASSOCIATES, INC.
WALNUT CREEK, CALIF.

Gary S. Graham

Grant 42-06-74-01
Project completed fiscal year 1975

Descriptors: DROPOUTS; INSTRUCTIONAL MATERIALS; JOB CORPS; GENERAL EDUCATIONAL DEVELOPMENT (GED) EXAMINATION; NEW EDUCATION PROGRAM; CORRECTIONS; MODELS

The objective of this project was to expand upon and greatly broaden the scope of the previous Graham Associates grant to determine if the New Education Program (NEP), based on Job Corps materials, can be viable in a wide variety of vocational training settings, particularly those involving unskilled adults and youthful criminal offenders. (For previous project, see 42-06-72-02.)

The grantee developed several programs designed to prepare enrollees for GED examinations, alternative high school credit by school district units, or both, by modifying the NEP materials. The experiment used NYC-2, Manpower Training Skill Center, precontinuation school, community colleges, and correctional institutions to test the variations in achievement that might be attributable to student, site, and program variables.

An evaluation of these programs was carried out by The George Washington University under a separate grant, 42-11-74-02.

THE DEVELOPMENT OF A COMPREHENSIVE BASIC EDUCATION SYSTEM FOR ALTERNATIVE EDUCATION PROGRAMS

William J. Enright and Gary S. Graham
February 1975

NTIS PB265801/AS

TEACHER'S MATH SUPPLEMENT: JOB CORPS/NEW EDUCATION PROGRAM

Joseph M. Loebman
February 1975
ETA

4-133 A Study of the Effectiveness of Graham Associates Demonstration Project on Education Programing in Manpower Training Projects

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Regis H. Walther

Grant 42-11-74-02
Project completed fiscal year 1976

Descriptors: BASIC EDUCATION; CURRICULUMS; INSTRUCTIONAL MATERIALS; NEW EDUCATION PROGRAM; YOUTH PROGRAMS; CORRECTIONS; ASSESSMENT AND EVALUATION

Evaluative research was used to assess the effectiveness of a new approach to education in employment and training projects. The experiment was provided by the Graham Associates

grant (42-06-74-01) in a demonstration project involving varied programs in California and Washington. The grantee evaluated the quality of the results achieved through the Graham Associates New Education Program by examining the variations in achievement that might be attributable to student, site, and program variables.

Guidelines were established for judging the educational innovations used. Control groups were established for comparing individuals not participating in the Graham Associates demonstration, using such criteria as percent attendance, academic improvement, attitude change, and observations. A minimum of 50 students participated in the NEP at each site—a skills center, an NYC-2 project, a precontinuation school, and a correctional institution—to test the model.

The results varied depending upon the site, but some significant measure of success was achieved in all sites. On the average, students gained .9 grades in reading and .7 grades in math during their first 3 months. About 45 percent of the students in the NYC programs either used NEP credits to gain a high school diploma or passed the GED while enrolled in the NEP.

Regis H. Walther and Margaret L. Magnusson
May 1975

NTIS PB246262/AS

4D. EVALUATION METHODS

4-134 Assessing Success in Training and Its Costs and Benefits

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Einar Hardin, Sigmund Nosow, and Michael E. Borus

Contracts MDTA 9-63 and MDTA 8-64
Project completed fiscal year 1970

Descriptors: MDTA TRAINING PROGRAMS; TRAINING EFFECTIVENESS AND IMPACT; WORKER TRAITS; COST EFFECTIVENESS; RETURNS ON TRAINING; METHODOLOGY; MICHIGAN

This project consisted of two studies of retraining under the Manpower Development and Training Act (MDTA) and the Area Redevelopment Act (ARA). Both were based on samples of trainees who entered institutional training courses in Michigan—between late 1963 and early 1965 for the first study and between 1962 and 1964 for the second—and covered dropouts as well as those who completed training. Interviews were conducted with the selected trainees and with control groups of nontrainees of similar background, and other information was obtained from training project records, educational institutions, and Government agencies.

The first study, which covered trainees in seven occupations in four metropolitan areas, suggested that the pull of the labor market affected retention rates. When the labor market tightened, those least likely to obtain employment (nonwhites, women, and youth) remained in training. Occupational and educational experience and marital status did not seem to affect completion of training, but completion rates differed among courses and communities, with those having no nonwhite and no female trainees having the highest dropout rates. However, the community with the highest trainee retention had the lowest proportion in training-related work 3 months after the training ended and the highest rates of unemployment and exit from the labor force. There was a striking difference between dropouts and completers among women: only 13 percent of the completers but nearly half of the dropouts had no job. Among men, the chief difference was in the type of job held, with far more completers holding semiprofessional or skilled jobs and, accordingly, expressing great job satisfaction.

The second study examined the primary effects of training on gross national product, the disposable income of trainees, and the expenditures and receipts of government and analyzed variations associated with trainee, course, and labor market characteristics. It covered 40 MDTA or ARA institutional training courses in Michigan.

The authors found that institutional retraining courses were sound investments for the economy and for the trainee. The benefit-cost ratio was estimated to be 1.21 for society, assuming the benefits of the first year after training continued for 10 years and using a discount rate of 10 percent. Benefits were measured by the gain in annual earnings and costs by the sum of earnings lost during training, trainees' expenses, and the cost of instruction and administration. Short courses, those of 60 to 200 hours, had a considerably higher ratio—17.34, and the ratio was slightly negative for courses lasting over 200 hours.

Similarly, there were significant benefits for trainees, particularly those in short courses, who were estimated to receive an average of nearly $900 in added income in the year after training, for an investment of $180. The private benefits were measured by the net increase in the sum of trainees' annual after-tax earnings, unemployment benefits, and welfare payments following the course. Private costs reflected the net decrease in the sum of these three sources of income, training allowances, and training-related expenses. Gains in earnings after training were smaller among trainees with more years of schooling. With few exceptions, the medium and long classes reduced the economic welfare of the trainees; the adverse effects of these classes for minority members were accentuated by noticeably reduced welfare payments after training.

Short courses were found to be of much greater value to the government than longer ones, taking into account annual savings in welfare payments, unemployment insurance benefits, as well as increased tax receipts, minus the cost of training allowances, instruction, and administration.

The social and individual benefit-cost ratios were above average among women, minorities, enrollees who had low earnings in the year before training, and enrollees who had not received unemployment insurance benefits in that year. Short training courses for health care and miscellaneous sales and service occupations also yielded above-average benefit-cost ratios.

Mindful that their research pertained to a period of relatively high unemployment when much training was geared to workers displaced by technological change, the researchers called for longitudinal studies to see if current training shows higher benefits for shorter training and to examine the reasons for this relationship. Other variables that still need examination are the probability of job-finding success and the probability of remaining on the job after training. In addition, the researchers recommended launching recurrent sample surveys of persons who enter training classes and of associated control group members.

ECONOMIC BENEFITS AND COSTS OF RETRAINING COURSES IN MICHIGAN
1970

NTIS PB189116/AS
Also Available from *Retraining Courses: Economic Costs and Benefits*, D.C. Heath and Company, Lexington Mass., 1971

RETRAINING UNDER THE MANPOWER DEVELOPMENT AND TRAINING ACT: A STUDY OF ATTRIBUTES OF TRAINEES ASSOCIATED WITH SUCCESSFUL RETRAINING

Sigmund Nosow
1970

NTIS PB177870/AS
Also available from ERIC—MP 000610

4-135 Costs and Returns of Technical Education: A Pilot Study

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

Adger B. Carroll, Loren A. Ihnen

Contract 81-32-11
Project completed fiscal year 1966

Descriptors: TECHNICAL EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT; METHODOLOGY

This pilot project tested the feasibility of a new method of measuring the costs and returns of investment in technical education. The method involved more variables than previously published studies of this nature. The estimates were based on data acquired through personal interview from three sources: (1) The educational expenditures and monthly income histories of a sample of North Carolina technical school graduates; (2) the monthly income histories of a similar sized sample of North Carolina high school graduates; and (3) records maintained by school officials for estimating private cash outlays, including earnings foregone while in school, and public costs.

Both social and private rates of return on investments in technical education were found to be high relative to estimated rates for other investments including college education, indicating relative inefficiency in the allocation of society's resources. Although the results themselves were limited to a small group of persons in North Carolina, the study demonstrated the feasibility of the method.
1966

NTIS PB178387/AS
Also available from ERIC-ED 015247

4-136 RESEARCH TO DEMONSTRATE THE USES OF UNEMPLOYMENT INSURANCE WAGE REPORTS

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Michael E. Borus

Grant 91-24-66-30
Project completed fiscal year 1971

Descriptors: EFFECTIVENESS OF PROGRAMS; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; UNEMPLOYMENT INSURANCE

This grant was used to conduct substantive studies of employment and training programs and problems and to demonstrate some of the possible uses of a hitherto neglected data source—the "wage reporting" data collected from employers by State unemployment insurance agencies.

The first study under the grant was a benefit-cost evaluation of the Neighborhood Youth Corps out-of-school program in Indiana, using wage reports to the Indiana Employment Security Division.

In another study, the researcher compared two questioning techniques for securing earnings information. Two broad earnings questions and detailed work history information were asked of 300 residents of low-income neighborhoods. When the estimates for low-income respondents were compared with wage reporting data, the broad question approach was as accurate as the work history method, and therefore preferable because of its lower cost and greater ease of use. For respondents with higher incomes, however, the work history approach provided more accurate earnings estimates. Here, the survey analyst must weigh the improved accuracy of the work history against its disadvantages.

Work under the grant also included a third study, dealing with the benefits of training under the Manpower Development and Training Act in Indiana. Wage reporting data on the 1967 and 1970 earnings of a sample of 5,600 persons who took MDTA courses in 1965 and 1966 provided a large sample to test the validity of earlier evaluations of institutional retraining and to show the effects of cyclical downturns on the benefits from retraining.

On the basis of these studies, the researcher concluded that the wage reporting data of the unemployment insurance system were a valuable research tool.
1970
Also available in "A Benefit-Cost Analysis of the Neighborhood Youth Corps: The Out-of-School Program in Indiana," *The Journal of Human Resources*, Spring 1970; "Response Error and Questioning Technique in Surveys of Earnings Information," *Journal of the American Statistical Association*, June 1970; "Using Unemployment Insurance Wage Reports as a Data Service," *Monthly Labor Review*, July 1970.

4-137 PARTICIPANT-OBSERVER METHODOLOGY

ARIZONA STATE UNIVERSITY
TEMPE, ARIZ.

Contract 43-8-014-13
Project completed fiscal year 1971

Descriptors: CONCENTRATED EMPLOYMENT PROGRAM; ASSESSMENT AND EVALUATION; PARTICIPANT-OBSERVER METHODOLOGY; BIBLIOGRAPHIES; ARIZONA, PHOENIX

A persistent problem in action research is how to retrieve useful information from an ongoing, changing, service-delivery organization. The usual methods of laboratory research are often inapplicable, both because of the impossibility of holding some inputs unchanged while varying others and because of the need to change strategies in response to unforeseen problems. Among the tools available in such circumstances is the use of one or more participant-observers. This is an analysis of the participant-observer experience of a team at Arizona State University which was under contract to conduct a long-term evaluation of the Phoenix Concentrated Employment Program.

The report identifies these strengths of the technique: (1) The closeness of the participant-observer to the organization under study yielded a wealth of first-hand data not ordinarily obtainable through traditional means; (2) a greater depth of understanding and insight was obtained; and (3) the participant-observer was more likely to obtain a true picture of the program than would have been obtained through traditional means. Weaknesses of the technique are: (1) The great amount of time required to assess program components; (2) difficulty of assuring uniformity of data, especially when more than one observer is employed; and (3) the inherent conflict between the role of participant-observer and that of evaluator, the former calling for restraint and the latter for judgment.

The major issue, however, is seen as whether findings are not only fed back but utilized, and optimal benefit is seen as achievable only when planning includes an innovative approach to reporting and feedback structure designed for the maximum utilization of evaluation findings on the local level.

The report includes sections on the theory of participant-observation, techniques, difficulties and obstacles, and recurring issues, and an annotated bibliography.
1971

NTIS PB201217/AS

4-138 COST-BENEFIT PROGRAM SUPPORTIVE SERVICES

PLANNING RESEARCH CORP.
MCLEAN, VA.

Norman H. Jones

Contract 81-05-68-06
Project completed fiscal year 1971

Descriptors: ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS; COST EFFECTIVENESS; RETURNS ON TRAINING; METHODOLOGY

This project yielded two reports. The first, *A Model For Manpower Training Evaluation*, established a framework for estimating how the kind of employment and training services, the characteristics of persons to be trained, and the size of the training budget contribute to increasing the earnings potential of trainees. Use of the model would be impeded by the lack of necessary data and by the fact that current trainees are not representative of the training target population, the researchers concluded. The report also noted the lack of a consensus on the relative importance of various objectives and benefits of training. It also identified data gaps and useful areas for further research.

The second report, *Social Security Data: An Aid to Manpower Program Evaluation*, assessed the usefulness of Social Security Administration (SSA) earnings records as a source of followup information. The researchers concluded that the best use of social security data is for comparisons between groups of trainees, provided the groups do not include large numbers of persons who have jobs not covered by social security. Comparisons of earnings for institutional and on-the-job (OJT) trainees with those of a control group selected from SSA records showed a substantially larger gain for trainees than for the control group, with institutional trainees experiencing a significantly greater gain than the OJT group.

A MODEL FOR MANPOWER TRAINING EVALUATION
1972

NTIS PB201102/AS

SOCIAL SECURITY DATA: AN AID TO MANPOWER PROGRAM EVALUATION
1972

NTIS PB200455/AS

4-139 COST-BENEFIT ANALYSIS OF MANPOWER POLICIES, PROCEEDINGS OF A NORTH AMERICAN CONFERENCE

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Gerald G. Somers and J. Kenneth Little

Contract 81-53-68-41
Project completed fiscal year 1972

Descriptors: COST EFFECTIVENESS; EMPLOYMENT AND TRAINING PROGRAMS, AGENCIES, PRACTICES; METHODOLOGY; CONFERENCES

The use of cost-benefit analysis has grown recently, in recognition of the desirability of making more rational decisions about the expenditure of public funds. At the same time critics have charged that cost-benefit calculations in particular and quantification in general would be unable to assess important but ill-defined noneconomic objectives. Further, if an agreement were made that economic criteria should rule, technical problems would prevent a successful application.

Against this background, this contract provided financial support for the preparation of papers and the presentation and discussion of the papers at a conference. The papers centered on two subjects: (1) Theoretical and methodological considerations of benefits, costs, the social discount rate, and the role of cost-benefit analysis in formulating employment and training policy; and (2) the application of cost-benefit analysis to various employment and training programs. A final paper discussed the validity and desirability of the human capital concept.
1972

ETA
Also available from Industrial Relations Centre, Queens University, Kingston, Ontario, Canada

4-140 TRAINING, TRANSFER, AND THE INFLUENCE OF JOB SEARCH PROCEDURES, PSYCHOLOGICAL ATTRIBUTES, AND PERSONAL CHARACTERISTICS ON EARNINGS OF WORKERS AFFECTED BY A PLANT CLOSURE

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

James L. Stern

Grant 91-55-73-04
Project completed fiscal year 1974

Descriptors: EMPLOYMENT TERMINATION; JOB PLACEMENT; JOB SEARCH; EARNINGS; OCCUPATIONAL CHOICE; RETRAINING; RETURNS ON TRAINING; PREDICTION OF SUCCESS IN PROGRAMS; ATTITUDES; LABOR FORCE PARTICIPATION; PLANT SHUTDOWN

This study was an assessment of whether measures of the value of retraining could be improved by controlling for the influence of personal characteristics, psychological attributes, and job search patterns, in addition to the conventional demographic and economic variables of age, skill, race, education, and previous earnings.

An earlier study of a large Kansas City meatpacking plant closure involved a similar attempt to determine whether intracorporation transfer and MDTA retraining paid off relative to finding a job in the local labor market. The study was based on a sample of approximately 700 men and 200 women who had been employed at Armour and Company prior to 1964-65. A "replica" study was conducted for a sample of 500 men employed in a similar Armour plant in Omaha, which was closed in 1968. Three regression models which showed the effect of vocational choice and the usual demographic variables on the post-shutdown earnings were summarized for both plants.

As in the earlier study, this research showed once again that training did not pay off, although controls for differences in workers who did and did not use the employment service slightly improved the regression coefficient for training. Further controls for differences in psychological attributes and personal characteristics did not alter the situation. Training still did not show a payoff relative to direct labor market participation for unskilled workers displaced by the shutdown.

It is possible to assume that there are differences in earnings associated with differences in assertiveness, aggressiveness, and other such personal and psychological characteristics. The researcher suggests that other questions and different scales may permit the identification of the personal factors that influence the earnings/abilities relation.
April 1974

NTIS PB231553/AS

4-141 THE IMPACT OF GOVERNMENT MANPOWER PROGRAMS IN GENERAL, AND ON MINORITIES AND WOMEN

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Herbert R. Northrup

Grant 21-42-73-20
Project completed fiscal year 1975

Descriptors: MINORITIES; WOMEN; EMPLOYMENT OPPORTUNITIES; TRAINING EFFECTIVENESS AND IMPACT; ASSESSMENT OF APPLICANTS AND TRAINEES; PLANNING, RESEARCH, AND DEVELOPMENT; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

The study assessed the impact of employment and training programs on minorities by race and sex. The researchers examined the various types of programs to determine, for example, whether some had a more favorable impact on minorities than others and whether they produced superior results for minorities and women than they had for the majority groups.

The researchers reviewed: (1) Available data and studies which have been made, including case studies, research and evaluation reports, and studies made by government agencies and other sources; and (2) all of the relevant program operating statistics.

Charles R. Perry, Bernard E. Anderson, Herbert R. Northrup, Richard L. Rowan, Stephen A. Schneider, Larry R. Matlack, Harriet Goldberg, Peter P. Amons, Michael E. Sparrough, and Corneluis A. McGuiness
May 1975

NTIS PB258001/AS
Also available from Industrial Research Unit, The Wharton School, University of Pennsylvania, Philadelphia, Pa. 19174

4-142 The Allocation of Training Resources in the WIN Program

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Bradley R. Schiller

Grant 21-24-73-21
Project completed fiscal year 1974

Descriptors: DISCRIMINATION; TRAINING EFFECTIVENESS AND IMPACT; TRAINING PRACTICES; WORK INCENTIVE (WIN) PROGRAM; WOMEN; BLACKS; WOMEN'S OCCUPATIONS; BLACK/WHITE; LITERATURE REVIEW

This research project attempted to establish models and procedures to identify and measure discrimination existing within the context of federally supported training programs. It utilized data relating to the Work Incentive (WIN) Program, and applied the models and procedures to the WIN Program.

The researcher: (1) Undertook a comprehensive review of earlier work on models and measures of discrimination; (2) formulated acceptable estimation methods; and (3) applied the methods developed to data gathered on WIN enrollees to formulate empirical estimates of the different relationships in the discrimination model and the degree to which WIN enrollees are discriminated against in training programs.

The researcher concluded that: (1) No evidence of racial discrimination in WIN training allocations is observable (blacks and whites are referred to WIN training opportunities on an equal basis); but (2) substantial evidence exists that women are not being referred to WIN training slots on the same basis as men, even after taking account of previous background.

September 1973
Available from Department of Economics, College of Business and Public Administration, University of Maryland, College Park, Md. 20742; ERIC—ED 083390

4-143 Exploratory Measures of Labor Market Influences of the Employment Service

UNIVERSITY OF PITTSBURGH
PITTSBURGH, PA.

Arnold J. Katz

Grant 21-42-75-13
Project completed fiscal year 1978

Descriptors: PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS; ASSESSMENT AND EVALUATION; METHODOLOGY; JOB APPLICANTS; JOB PLACEMENT; EMPLOYER SERVICES

This study focused primarily on methods of analyzing the labor market impact of employment service (ES) programs, a basic requirement for a comprehensive, integrated cost-benefit analysis of the public employment service.

It found that applicants who use the ES take significantly longer, on average, to find acceptable jobs than do other applicants but the ES contributes significantly to reducing the search time of specific groups who are unsuccessful in finding work in other ways.

Other study findings are:

1. The ES is typically used as a back-up to other methods of finding work. Substantial numbers of jobseekers turn to the ES for help after exhausting other job sources. The delay in coming to the ES may explain the longer time ES applicants take to find work.
2. The ES reduces the time white men spend looking for work, making their search up to 10-percent shorter than the expected time for all applicants.
3. The groups benefiting most are applicants who begin searching while still on the job and are subsequently unemployed, workers who voluntarily quit a job to look for a new one, and persons entering the labor force or reentering after an extended period.
4. Applicants placed or referred by the ES earn substantially more than these individuals might have been expected to receive without ES assistance. Conversely, ES applicants finding work by other means are also substantially better off than they might have been if placed or referred by the ES.
5. Earnings gains of applicants placed or referred by the ES may have been about 5 percent lower than the gains of those who were not.
6. The data on earnings and search times suggest that the ES offers applicants a tradeoff between wage rates and unemployment.

October 1978

NTIS PB286631/AS

4-144 Evaluating the Provision of Employer Services: A Methodology

CAMIL ASSOCIATES, INC.
PHILADELPHIA, PA.

William Cameron and David A. Miller

Contract 20-42-75-43
Project completed fiscal year 1976

Descriptors: PUBLIC EMPLOYMENT SERVICE; EMPLOYER SERVICES; ASSESSMENT AND EVALUATION; EFFECTIVENESS OF PROGRAMS

The overall purpose of this research was to develop a methodology for measuring the net effects of the employer services program. (This program consists of two major categories of activity, employer relations and employer technical services.)

The specific procedures of this study included: (1) Identifying, describing, and categorizing the major activities and patterns of activities conducted under the employer services program among local employment service (ES) offices; (2) identifying outcomes associated with the provision of employer services and determining the extent to which such outcomes can be quantified for use in assessing the overall effectiveness of the employer services program; (3) specifying an evaluation design for use in determining the net effects of the provision of employer services and for assessing the overall effectiveness of the employer services program; and (4) determining whether and how costs can be associated with the employer services program.

September 1976

NTIS PB270596/AS

4-145 Measuring the Productivity of the State Employment Service Agencies

ANALYTIC SYSTEMS, INC.
VIENNA, VA.

Charles Meike

Contract 20-11-75-47
Project completed fiscal year 1976

Descriptors: PRODUCTIVITY; PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS

This project is a parallel R&D effort with respect to contract 20-11-75-50. The objectives were to: (1) Identify outputs resulting from employment service (ES) treatments; (2) develop procedures for quantifying them; and (3) weight and combine all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service.

The project has identified four categories of outputs—applicant process, employer process, placement process, and legislatively mandated outputs. The conceptual schema has been tried out in three local offices to obtain an indication of its feasibility. Work is continuing on the identification of research needed to establish weights for outputs in terms of "value added" by ES treatments.

Charles Meike, J. Pyles, P. Kauffman, and E. Horowitz
September 1976

NTIS PB264417/AS

4-146 The Effectiveness of Counseling in the U.S. Employment Service: A Pilot Study

STANFORD RESEARCH INSTITUTE
MENLO PARK, CALIF.

Jacob M. Benus

Contract 20-06-75-48
Project completed fiscal year 1977

Descriptors: COUNSELING AND GUIDANCE; PUBLIC EMPLOYMENT SERVICE; ASSESSMENT AND EVALUATION

The primary objective of this project was to pretest an experimental design to be used in a subsequent, comprehensive evaluation of the effectiveness of the employment service (ES) counseling program. The contractor conducted a pretest of the experimental design and questionnaire instrument at three local employment service offices. The design employed a random assignment technique for generating experimental and control groups involving a total of 697 applicants determined to be in need of counseling. A variety of baseline data was collected and merged with data from personal interviews. The final report evaluates the experimental design and makes recommendations about its potential application in a comprehensive evaluation of ES counseling.

VOLUME I ANALYTIC RESULTS
September 1977

NTIS PB273906/AS

VOLUME II DATA DOCUMENTATION

Jacob M. Benus, Arden Hall, and Patty Gwartney-Gibbs
September 1977

NTIS PB273907/AS

4-147 The United States Employment Service: A Conceptual Model of Outputs, Values, and Illustrative Estimations

BOEING COMPUTER SERVICES, INC.
WASHINGTON, D.C.

Neil S. Weiner

Contract 20-11-75-50
Project completed fiscal year 1977

Descriptors: PRODUCTIVITY; PUBLIC EMPLOYMENT SERVICE; COST EFFECTIVENESS

This project attempted to: (1) Identify specific outputs resulting from employment service treatments or services; (2) develop procedures for quantifying such outputs; and (3) develop a procedure for weighting and combining all quantifiable outputs to arrive at an overall measure of productivity for the U.S. Employment Service. The major outputs identified were labor exchange (placements) and enforcement (work test). Employing proxy measures and estimated parameters in their conceptual model, the researchers have tentatively calculated benefit/cost ratios by State and total country, based on the 2-percent national research sample for fiscal year 1974 and other files.

VOLUME I: FINAL REPORT
December 1976

NTIS PB264502/AS

VOLUME II: APPENDICES

Neil S. Weiner, John H. Powel, and Michael Rahm
December 1976

NTIS PB264503/AS

4-148 The Comprehensive Employment and Training Act: The Early Years

NATIONAL ACADEMY OF SCIENCES
WASHINGTON, D.C.

William Mirengoff

Grant 21-11-77-07
Project completed fiscal year 1978

Descriptors: CETA PROGRAMS; PRIME SPONSORS (CETA); ASSESSMENT AND EVALUATION

The grantee assessed the structural and programmatic impact of the Comprehensive Employment and Training Act (CETA) on employment and training programs administered by the Department of Labor (DOL). The assessment was performed under the provisions of a Ford Foundation grant for the first 2 years and with the assistance of the DOL grant for the 3rd year.

The final report explores the differences between CETA title I programs and their predecessors and compares legislative goals with results. It also examines the impact of public service employment programs on the structurally oriented programs of title I and the degree to which its primary objective, creation of jobs that would not otherwise exist, is achieved.

William Mirengoff and Lester Rindler
March 1978
Available from National Academy of Sciences, 2101 Constitution Avenue, N.W., Washington, D.C. 20418

4-149 A Study to Assess the Feasibility of Developing Measures of the Quality of Training Provided in CETA

GREAT LAKES RESEARCH, INC.
MINNEAPOLIS, MINN.

Emil Marotzke

Contract 20-27-78-43
Project still in progress

Descriptors: EFFECTIVENESS OF PROGRAMS; OCCUPATIONAL TRAINING; TRAINING PROGRAM MANAGEMENT; ASSESSMENT AND EVALUATION

This study will report on the feasibility of developing measures of the quality of training provided under CETA. The need for objective techniques to assess the effectiveness of CETA training conducted has long been recognized. However, because of the great diversity of training methods and environments, no suitable measures have been developed. A review of the current state of the art, which this project will conduct, constitutes a necessary first step in meeting this need.

The researchers will obtain information from personal and telephone contacts with the staffs of eight organizations training and placing trainees and representatives of appropriate national agencies. They will also review relevant literature.

4E. RESEARCH AND DEVELOPMENT

4E 1. THE DEVELOPMENT AND EVALUATION OF R&D PROGRAMS

4-150 Annual Conferences of Recipients of Doctoral Dissertation Grants

NATIONAL COUNCIL ON EMPLOYMENT POLICY
WASHINGTON, D.C.

Contracts 83-09-68-02, 81-09-69-01, 81-09-70-03, 81-11-71-03, 81-11-72-03, and 21-11-73-11
Project still in progress

Descriptors: DOCTORAL DISSERTATION GRANTS; EMPLOYMENT AND TRAINING PLANNING, RESEARCH, AND DEVELOPMENT; CONFERENCES

Each year, the National Manpower Policy Task Force—and its successor, the National Council on Employment Policy—has convened in Washington a summer conference of doctoral candidates working on their dissertations under research grants from the Employment and Training Administration (or its predecessor, the Manpower Administration). The intent of the conferences has been to promote interchange between the new researchers and their peers as well as senior experts and government officials working in the subject matter area.

The particular topics for discussion have varied from year to year, depending on the content of the current dissertation grants. In addition, each conference has included some discussion of current Federal policies and programs concerning employment and training, as well as the Employment and Training Administration research and development program itself.

Since 1973, the annual conferences have not been reported separately, but have been covered in the overall reports of the National Council on Employment Policy on its activities. (See contract 81-11-71-09.)

REPORT OF CONFERENCE OF NEW MANPOWER RESEARCHERS, NOVEMBER 1967
1968

NTIS PB185041/AS
Also available from ERIC—MP 000623.

REPORT OF CONFERENCE OF NEW MANPOWER RESEARCHERS, NOVEMBER 1968
1968

NTIS PB180946/AS

REPORT OF CONFERENCE OF NEW MANPOWER RESEARCHERS, OCTOBER 1969

NTIS PB187701/AS

NATIONAL MANPOWER RESEARCHERS CONFERENCE, OCTOBER 1970

NTIS PB201286/AS

REPORT ON NEW MANPOWER RESEARCHERS CONFERENCE, OCTOBER 1971

NTIS PB205264/AS
Also available as Research Report Series No. 111, Industrial Relations Section, Princeton University

REPORT ON THE 1972 NEW MANPOWER RESEARCHERS CONFERENCE

NTIS PB220494/AS

4-151 University Workshops to Stimulate Interest in Research on Employment and Training Problems

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Jacob J. Kaufman and Louis L. Levine

Contracts 81-40-67-21, 81-40-68-20, and 81-40-69-06
Project completed fiscal year 1970

Descriptors: CONFERENCES; PLANNING, RESEARCH, AND DEVELOPMENT; UNIVERSITY OCCUPATIONS

In an attempt to enlarge the pool of research professionals who could contribute to solution of employment and training problems, the contractor conducted conferences at five universities and colleges to provide a forum for the exchange of ideas between Labor Department officials and faculty members who could do needed research. The conferences were held at the University of Illinois (1967); the University of Tennessee and San Francisco State College (1968); and Cornell University and Arizona State University (1969). The last four were aimed at persons who had recently earned doctoral degrees in relevant disciplines and included workshops on topics for expanded research activity.
1970

NTIS PB188363/AS

4-152 An Assessment of the Manpower Insitutional Grants Program

NATIONAL MANPOWER POLICY TASK FORCE
WASHINGTON, D.C.

Sar A. Levitan

Contract 82-11-72-17
Project completed fiscal year 1972

Descriptors: ASSESSMENT AND EVALUATION; INSTITUTIONAL GRANTS; PLANNING, RESEARCH, AND DEVELOPMENT

In February and March 1972, the National Manpower Policy Task Force members conducted onsite assessments of the 12 schools that received 4-year grants in August 1970.

The task force's appraisal of the individual and collective effectiveness of the schools through the first full year of funding includes recommendations, a field report on each school, and independent comments by several members of of the task force.

Most task force members agreed that the grants are basically a worthwhile investment, although only a few of the new manpower centers were seen as having good prospects for continued growth after grant support ends. The report called for a reappraisal of the goals, guidelines, selection criteria, and other aspects of the program. It also recommended the formation of a special committee to consider all aspects of the challenge of developing highly trained professionals to help in solving employment and training problems, including the relative effectiveness and priority of institutional grants and grants for dissertation and postdoctoral research.
1972

NTIS PB211638/AS

4-153 The Experimental Manpower Laboratory as an R&D Capability

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Henry David

Grant 92-11-72-21
Project completed fiscal year 1974

Descriptors: EXPERIMENTAL MANPOWER LABORATORIES; EFFECTIVENESS OF PROGRAMS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT

An interdisciplinary advisory committee reviewed four Experimental Manpower Laboratories and two other laboratory-

type projects. The committee was responsible for advising the Employment and Training Administration's Office of Research and Development on the extent to which these organizations were meeting their objectives and on how the laboratory concept might be operationally improved.

The 12-member advisory committee was subdivided into six subcommittees whose members pooled their judgments on individual projects. These evaluations were based on: site visits; discussions with staffs of the laboratories, the funding agencies, and cooperating agencies; and review of laboratory products such as manuals and research reports.

The consensus of the advisory committee was that the laboratory concept was both useful and valid, but in need of improvement in a number of operational areas.

It was recommended that the funding agency develop a more adequate overall R&D strategy for the laboratories, provide more monitoring in terms of substantive direction and adherence to work statements, make improvements in planning and managing the laboratories, and give more attention to utilization of laboratory findings in terms of early involvement of potential users and increased encouragement toward the implementation of products.

February 1974

NTIS PB248589/AS

4-154 KNOWLEDGE AND POLICY IN MANPOWER: A STUDY OF THE MANPOWER RESEARCH AND DEVELOPMENT PROGRAM IN THE DEPARTMENT OF LABOR

NATIONAL ACADEMY OF SCIENCES—NATIONAL RESEARCH COUNCIL
WASHINGTON, D.C.

Henry David and David Goslin

Grant 21-11-73-31
Project completed fiscal year 1976

Descriptors: PLANNING, RESEARCH, AND DEVELOPMENT; ASSESSMENT AND EVALUATION

A committee of research scientists, with the help of specialized subcommittees and staff, reviewed and assessed the Employment and Training Administration's research and development (R&D) program from its inception under the Manpower Development and Training Act of 1962.

The committee examined both the substance and procedures of the manpower R&D program, including the ways in which research ideas were generated or solicited, constraints on the development of ideas, program administration procedures, staff capabilities, and the effectiveness of project monitoring. The committee also examined the relevance, influence, and usefulness of research in the manpower program.

This project involved a program review, by the committee and ad hoc subcommittees, conducted through meetings with relevant officials; preparation of committee member, staff, and commissioned papers; archival searches; staff interviews; and questionnaires.

The final report noted that the R&D program was a pioneering effort and commended it for the number of very significant substantive accomplishments it has realized. It also recommended improvements in the technical competence of program staff and in developing a consistent R&D policy and strategy.

1975

NTIS PB249698/AS

4-155 RESEARCH AND DEVELOPMENT STRATEGY ON EMPLOYMENT—RELATED PROBLEMS OF OLDER WORKERS

AMERICAN INSTITUTES FOR RESEARCH
WASHINGTON, D.C.

Harold L. Sheppard

Contract 20-11-76-54
Project completed fiscal year 1978

Descriptors: OLDER WORKERS; AGING; AGE DISCRIMINATION IN EMPLOYMENT ACT; PLANNING, RESEARCH, AND DEVELOPMENT; RETIREMENT; MIDDLE-AGED WORKERS

This study discussed the employment-related problems of workers aged 45 years and older. It reviewed: Retirement; the situation of older female, minority, and rural workers; midcareer change and problems; discrimination; government programs which affect older workers; and part-time work and work restructuring. By examining the findings of policy and research literature, the study identified gaps in past and ongoing efforts. Research and development were recommended in the following areas: Jobseeking behavior and the discouragement process; the effect of earnings on the retirement decision; voluntary part-time employment; tapered retirement; use of skilled older workers as trainers of younger unemployed and underemployed persons; and influences on early withdrawal from the labor force. Many of the recommended projects compare the experiences of white and minority group older workers. The study also examined related socioeconomic trends and projected changes in the size and density of the U.S. population.

February 1978

ETA

4E 2. TECHNIQUES FOR THE UTILIZATION OF R&D FINDINGS

4-156 EXPANDING THE BENEFITS OF COMPLETED MANPOWER RESEARCH PRODUCTS

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Lawrence R. Klein

Contract 82-04-71-27
Project completed fiscal year 1974

Descriptors: DOCTORAL DISSERTATION GRANTS; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; PLANNING, RESEARCH, AND DEVELOPMENT; RESEARCH GRANTS; MONOGRAPHS

The objective of this project was to determine if an interdisciplinary group of graduate students, working under the direction of a labor economist with editorial experience, could adapt research studies prepared for the Employment and Training Administration to broader uses, particularly among planners and administrators.

A number of research studies were selected by the Employment and Training Administration from among those they supported. These studies were assigned to graduate students by the project director, and the graduate students prepared rewrites of the studies with a view to making them usable by wider audiences than were the original versions.

The results demonstrated that success depends on: (1) Care in selecting students; (2) operation in or adjacent to a university with a good employment and training center or institute; (3) a director conversant with both employment and training policy and editorial requirements; and (4) liaison between the project staff and the Employment and Training Administration in selecting research studies.

One useful byproduct was a set of guidelines for employment and training researchers, based on observations of the methods, analyses, and writing employed in the scores of research reports reviewed during the course of the experiment.

ABSTRACTS OF SEVEN DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1975
ETA MANPOWER RESEARCH MONOGRAPH NO. 34

MEETING HEALTH MANPOWER NEEDS THROUGH MORE EFFECTIVE USE OF ALLIED HEALTH WORKERS
1973

Report Descriptors: HEALTH OCCUPATIONS; EMPLOYER PLANNING; HIRING PRACTICES
ETA MANPOWER RESEARCH MONOGRAPH NO.25

EXPANDING THE BENEFITS OF MANPOWER RESEARCH
August 1973

NTIS PB224600/AS
Also available from ERIC—ED 083475

BAKER'S DOZEN: ABSTRACTS OF 13 DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS
1973
ETA MANPOWER RESEARCH MONOGRAPH NO.27

4-157 R&D Utilization Strategies and Functions: An Analytical Comparison of Four Systems

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Ronald G. Havelock and David A. Lingwood

Contract 82-26-72-04
Project completed fiscal year 1973

Descriptors: INTERSYSTEM LINKAGES; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; INFORMATION SYSTEMS

This project: (1) Examined and described the assumptions and strategies of four Federal agencies with regard to the dissemination and utilization of research and development findings; (2) assessed and compared perceptions of actual communication patterns and impact from diverse perspectives of sponsors, researchers, and users; and (3) created an opportunity for interagency reflection and analysis about these policies and their effects. The four agencies examined were: Division of Research and Development Utilization, Manpower Administration; National Center for Educational Communication, Office of Education; Research Utilization Branch, Social and Rehabilitation Service; and Mental Health Services Development Branch, National Institute of Mental Health. The contractor gathered information from research sponsor, research producer, dissemination agency, and user systems in each of the four agencies and held small conferences involving two of these four subsystems. The findings for each agency were summarized and fed back to each agency individually. The contractor conceptualized and contrasted the findings across the four agencies, discussing how policies relate to practices, and citing ideas that worked well. This information was fed back to all agencies simultaneously. Throughout the process, the contractor reported findings and progress to an interagency group of members from the four participating agencies.

Ronald G. Havelock, David A. Lingwood, Joann Freund, and Bonnie Ramirez
December 1973

NTIS PB227254/AS

4-158 A Study of Research and Development Information Storage and Retrieval Requirements

E.F. SHELLEY AND COMPANY, INC.
WASHINGTON, D. C.

David Moses

Contract 20-36-73-27
Project completed fiscal year 1976

Descriptors: RESEARCH AND DEVELOPMENT INFORMATION STORAGE AND RETRIEVAL; UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPUTER SYSTEMS

The contractor assisted the Employment and Training Administration's Office of Research and Development (ORD) in establishing a cost-effective computer-based storage and retrieval system for disseminating to potential users the body of information that flows from the ORD program.

A subject classification system based on a thesaurus of employment and training terms was developed that provides for keywording individual ORD projects and reports and their classification in the system and in the ORD projects book subject index.

A file of ORD project and report abstracts for 1972 to 1975 was compiled to create the nucleus of the ORD data base. The system was used in the production of the projects book in conjunction with the automatic photocomposition system operated by the Government Printing Office.

4-159 Improve Linkage Between Office of Research and Development and Prime Sponsors/State Employment Service Agencies Through Regional Technical Assistance and Training Staffs

ABT ASSOCIATES, INC.
CAMBRIDGE, MASS.

Robert W. Ericson

Contract 20-25-75-42
Project completed fiscal year 1977

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; CETA SERVICES AND PLANNING; PUBLIC EMPLOYMENT SERVICE; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION

Improved linkages between the Office of Research and Development and potential users of its findings and products among CETA prime sponsors and State employment security agencies were developed by this project, which operated in the Boston, Dallas, and Denver regional offices of the Employment and Training Administration.

The focus was on improving the knowledge of and ability to use research and development (R&D) materials of regional office staff that provide training and technical assistance to the prime sponsor and State agency staffs. The project produced a guide to the setting up of resource centers, which would serve regional training centers and Federal representatives; a training course on how to find and put R&D materials to use in designing training courses; a restructured format for "Summaries of R&D Reports," which are issued occasionally; and a reference book in which summaries of project reports of possible use in the field were organized and filed.

A major outcome of the project was that the contractor received technical assistance and training funds to help establish resource centers in all regions. The project also stimulated the regional R&D conferences that have been held in Boston, Chicago, and New York, and are to be held in other locations on a rotational basis. These conferences present the findings of selected R&D projects to local and State agency policymakers to stimulate their interest in adopting or adapting what the projects had learned or developed.

The project achieved a greatly increased understanding and acceptance of R&D products in regional offices in which it worked, a greater use of these products in training and technical assistance activities, and a greatly increased capacity, through the resource centers, for all regions to put R&D and other materials to use.

RESOURCE CENTER GUIDE

Susan Sterns Callahan, Marcia Cohen, and Robert W. Ericson
1976

NTIS PB266239/AS

4-160 MAINTENANCE OF THE R&D MANAGEMENT INFORMATION SYSTEM

AKIPAN ASSOCIATES, INC.
GREAT FALLS, VA.

Phyllis S. Dacus

Contract 20-51-77-19
Project still in progress

Descriptors: UTILIZATION OF EMPLOYMENT AND TRAINING RESEARCH AND DEVELOPMENT; COMPUTER SYSTEMS

This project provides for the maintenance, updating, and further refinement of the Employment and Training Administration, Office of Research and Development's Management Information System (MIS).

The MIS data base is updated as R&D projects are funded and completed, and the information is used for the production of the *Research and Development Projects* book. The data base contains information on R&D projects and reports resulting from projects that have been active, completed, or funded since 1963. Linotron, an automated phototypesetting system operated by the Government, is used in conjunction with the MIS for the final production of this book.

5. BUILDING R&D CAPABILITY

The doctoral dissertation grants and institutional grants that make up this chapter were first authorized in the 1965 amendments to the Manpower Development and Training Act, at the request of the Department of Labor. The Department, in reorienting and expanding its research on employment and training under MDTA title I, had to rely on "contracting out" to social scientists in universities and private research organizations. It soon became apparent that research on employment and training was dominated by a very limited number of specialists. Discussion of this situation with Eli Ginzberg, chairman of the National Manpower Advisory Committee led to the decision to ask for a program of grants to develop more researchers who might help the Department in carrying out its research responsibilities under the MDTA.

Three programs were initiated in fiscal year 1966 under the resulting authorization. A program of small grants to post doctoral scholars was designed to stimulate their interest and establish their credentials in the field of employment and training. Projects funded under that program are included in the appropriate categories of chapters 1 to 4, because a number of them were exploratory or feasibility studies which were the forerunners of larger undertakings. The other two programs—the dissertation and institutional grants—are combined in this chapter. Both of them were designed to develop research and other technical specialists who would constitute a pool of highly trained workers that could be tapped by the agencies responsible for employment and training programs.

A. INSTITUTIONAL GRANTS

Since 1966, the Department has awarded four rounds of institutional grants, each providing support for the grantee institutions for a period of 4 to 5 years. There were 7 grants in 1966, 12 in 1970, 13 in 1974, and 16 in 1978. The underlying purpose of all four rounds was to help colleges and universities strengthen their activities and capabilities in the human resources area.

In the first two rounds, the specific objective was to increase the number of institutions and scholars engaged in research on employment and training problems. The agenda called for participating institutions to develop a program which would lead to systematic, long-range interdisciplinary research in the field; build the institutions' capabilities for providing technical support to local and regional organizations concerned with employment and training programs; and introduce relevant courses or curriculums that would encourage students in various disciplines to study employment and training problems and to develop their research capabilities in the field.

With the enactment of CETA, the program was restructured in response to the Department's concern with the quality, supply, and training of personnel who operate decentralized training and job-related services in States and communities. Schools participating in the third round concentrated primarily on developing, introducing, and attracting students into academic-based courses and specializations in human resources. They also worked with regional offices of the Department of Labor in establishing and operating regional training centers that provided noncredit staff training and technical assistance for agencies responsible for employment and training programs funded by the Department.

The fourth round grants, which will continue until mid-1982, have the same aim: professionalizing the staff of employment and training agencies. To insure a realistic approach, grantee institutions were required to seek advice and counsel on training and curriculum development from national, regional, and local officials of CETA and employment service programs. They were also required to take the initiative in establishing relationships with their respective ETA regional office and to undertake mutually agreed upon technical assistance and training services.

Rounds three and four awarded two types of grants: one regionally based (one in each of the 10 ETA regions) and the other minority-based (to schools showing the greatest potential for establishing broad-based centers of human resources education geared to preparing minority students for professional careers in the field of employment and training). So, implicitly, did round two. In the more limited first round, all but one of the institutions selected was east of the Mississippi, and two of them had a predominantly black student body.

In all four rounds, applications were solicited by mailing announcements and guidelines for the institutional grants program to the country's colleges and universities. Selection among the applicants was based on assessment of the proposals, using published criteria, by a panel of academicians who were experts in the field of employment and training. For rounds three and four, the panel was expanded to include a local CETA program administrator and a regional official of the Employment and Training Administration.

The variety and volume of activity carried out under these grants is readily apparent from the summary descriptions that comprise the first section of this chapter. Clearly, many new courses and curriculums were instituted, many students participated and some received financial aid, many research projects were conducted, and many CETA programs benefited from staff training and technical assistance. For the first two rounds, an evaluation committee of the National Academy of Sciences found the objective had been satisfied: "Support (under the program) for teaching and self-directed faculty research...contributed to an increase in the number of universities permanently committed to the development of manpower curricula and study." With respect to the third round grants, which were less than 1 year old when the NAS committee reported, the committee called the expansion of the grant functions to include activities not traditionally a part of institutional grants "an imaginative response to the new knowledge and knowledge utilization requirements imposed by CETA." The committee expressed reservations whether present funding levels were adequate to cover all of the designated functions.

B. DOCTORAL DISSERTATION GRANTS

In its first 13 years, the doctoral dissertation grants program had supported nearly 500 candidates for the Ph.D. degree who had completed all other requirements for the degree and who wanted to do their research on a topic related to employment and training. These candidates were a highly select group, for far fewer than half of the applications for dissertation grants received during this period were accepted. Some were rejected out of hand as being irrelevant to the specified subjects. Those not rejected in this stage had to survive review by a 5-member panel representing the various social sciences and by subject-matter experts who were invited to comment on their proposals. The panel's criteria for acceptance stress the candidate's

ability, originality, and creativity, as evidenced in the application.

Nearly half of the awards went to candidates in the field of economics, with those in sociology a distant second. Over the 13-year period, all disciplines within the social sciences have been represented, however. Although a few universities with large and strong graduate schools in the social sciences predominate, more than 80 different colleges and universities have participated during the life of the dissertation grants program.

The topics selected by applicants for dissertation grants differ predictably from those of the contractual research and demonstration program, in which the Office of Research and Development prescribes what is wanted in many projects. Only 18 percent of the dissertation grants pertain to either the content or the administration of employment and training programs—topics that account for almost 58 percent of the contractual program because of the heavy program emphasis of experimental and demonstration projects. Consequently, the relative numbers of projects on policy issues and on labor market analysis are almost twice as high in the dissertation program.

For this discussion, the most important question about the dissertation grants program is what it achieved in relation to its objectives. In 1975, the National Academy of Sciences, through a committee appointed to assess the ORD's program, found that the dissertation grants program had added "more than 200 well-trained individuals to faculties in economics and other disciplines since 1965, with a small number also having served in various government agencies." The committee further found that "the quality of...dissertations compares favorably with similar work in the behavioral and social sciences. A referee panel of mature researchers has proven an effective mechanism for identifying the most promising...proposals for funding."

In the 3 years following the NAS committee's report, the number of candidates who earned the Ph.D. under the dissertation grants program rose to almost 500. What the NAS committee also did not say was that those who have earned their dissertations under this program are a distinguished group, by and large. About four of every five are now working for colleges or universities, and a number are full professors. Some are now sponsoring Ph.D. candidates on their own, and many others are contributing to research on employment and training. For example, six of them had the honor of being invited in 1978 by the National Commission on Employment and Unemployment Statistics to be author or coauthor of one of its 30 background papers. In addition, a number of candidates received ORD contracts for further work on the subject of their dissertations, because of the promise they held. Several who entered Government service have achieved distinction beyond their years, occupying such positions as deputy assistant secretary. Finally, the dissertation grants have made a fertile contribution to the literature on employment and training. Innumerable articles based on the grants have appeared in such journals as the *American Economic Review*, the *Monthly Labor Review*, the *Labor Law Journal*, *The Review of Economics and Statistics*, the *Journal of Economic Theory*, *The American Sociologist*, *American Sociological Review*, and *IRRA Proceedings*. Several dissertations have been published as books, and a number have been included in reviews of the literature. Finally, ORD has published monographs summarizing over 40 dissertations, to publicize their valuable findings.

To sum up, the dissertation grants program has made a rich contribution to the knowledge of employment and training problems and to the development of highly trained workers who will make sustained contributions in this area. Unfortunately, the talents of ORD's researchers do not yet extend to measuring the cost/benefit ratio of such undertakings. Lacking solid data, an educated guess is that the benefits would greatly exceed the small investment per candidate—less than $12,500 in fiscal year 1977.

5A. INSTITUTIONAL GRANTS

5-001

ATLANTA UNIVERSITY
ATLANTA, GA.

Robert C. Vowels

Grants 91-11-66-60, 91-11-67-31, 91-11-68-63, 91-11-70-04, and 31-13-71-05
Project completed fiscal year 1972

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-002

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

Edward B. Jakubauskas

Grants 91-17-66-61, 91-17-68-64, 91-17-68-64, 91-17-69-58, and 31-49-71-04
Project completed fiscal year 1972

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-003

TEMPLE UNIVERSITY
PHILADELPHIA, PA.

Louis T. Harms

Grants 91-40-66-62, 91-40-67-33, 91-40-68-65, 91-40-69-59, and 31-42-71-07
Project completed fiscal year 1972

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-004

UNIVERSITY OF MAINE
ORONO, MAINE

A. M. Huq

Grants 91-21-66-63, 91-21-67-34, 91-21-68-66, 91-21-69-60, and 31-23-71-01
Project completed fiscal year 1972

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-005

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
STILLWATER, OKLA.

John C. Shearer

Grants 91-38-66-64, 91-38-67-35, 91-38-68-67, 91-38-69-61, and 31-40-71-06
Project completed fiscal year 1972

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-006

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

William D. Toussaint and Robert M. Fearn

Grants 91-35-66-65, 91-35-67-36, 91-35-68-68, 91-35-69-62, and 31-37-71-02
Project completed fiscal year 1971

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-007

NORFOLK STATE COLLEGE
NORFOLK, VA.

William L. Craig, Jr. and Samuel Vassar

Grants 91-49-66-66, 91-49-67-37, 91-49-68-69, 91-49-69-63, and 31-51-71-03
Project completed fiscal year 1971

Descriptors: MDTA SERVICES AND PLANNING; PLANNING, RESEARCH, AND DEVELOPMENT; EDUCATION PROGRAMS

5-008

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Leonard Hausman, Dennis A. Derryck, and Wyatt C. Jones

Grant 31-23-70-01
Project completed fiscal year 1974

Descriptors: ECONOMICS COURSES; MIDDLE-AGED WORKERS; SOCIAL STRUCTURE; HUMAN RESOURCE DEVELOPMENT POLICY; BLACK COMMUNITIES; POLICE; ECONOMIC DEVELOPMENT; APPRENTICESHIP RETENTION; IMPACT OF EMPLOYMENT AND TRAINING POLICIES; APPRENTICESHIP OUTREACH PROGRAMS; INCOME MAINTENANCE; HEALTH OCCUPATIONS; UPGRADING; NEW YORK; RETIREMENT; CONSTRUCTION INDUSTRY; WORKERS' COMPENSATION LAWS; ABSENTEEISM; DISADVANTAGED; SERVICE DELIVERY SYSTEMS; TEACHERS; BLACK LUNG BENEFITS ACT (1972); WORK SCHEDULES

5-009

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert L. Aronson

Grant 31-34-70-02
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP RETENTION; AREA PLANNING; EFFECTIVENESS OF PROGRAMS; INTERNAL LABOR MARKETS; ECONOMICS COURSES; PLANNING, RESEARCH, AND DEVELOPMENT; OCCUPATIONAL MOBILITY; RETIREMENT; TEACHERS; TRANSITION FROM WORK TO RETIREMENT; UNIVERSITIES AND COLLEGES; UPGRADING; WOMEN; INTERAGENCY RELATIONS; REVENUE SHARING; CAREER GOALS; WORK INCENTIVES; SERVICE DELIVERY SYSTEMS; WAGE STRUCTURE; NEW YORK

5-010

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

Donald E. Pursell, Memphis State University, and Brian Rungeling, The University of Mississippi

Grant 31-45-70-03
Project completed fiscal year 1974

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; MISSISSIPPI; NORTH CAROLINA; SOUTH CAROLINA; TENNESSEE

5-011

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Howard F. Robinson

Grant 31-35-70-04
Project completed fiscal year 1974

Descriptors: COMMUTING; BLACKS; WOMEN; SANITATION WORKERS; DISADVANTAGED; RETURNS ON TRAINING; PARAPROFESSIONALS; CHILD DAY CARE; VOCATIONAL GUIDANCE; WORK SCHEDULES; EMPLOYMENT OPPORTUNITIES; MINORITIES; ECONOMIC GROWTH; ASPIRATIONS; HIGH SCHOOLS; RURAL AREAS; LABOR FORCE PARTICIPATION; POVERTY; COST EFFECTIVENESS; NURSES; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; ECONOMICS COURSES; HUMAN SERVICE AGENCIES; NORTH CAROLINA; WISCONSIN

5-012

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

S. C. Kelley

Grant 31-37-70-05
Project completed fiscal year 1974

Descriptors: ECONOMIC FORECASTING; AREA PLANNING; LABOR SUPPLY PROJECTIONS; WORKER UTILIZATION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGE DIFFERENCES; WELFARE RECIPIENTS; ECONOMICS COURSES; YOUNG WOMEN; HUMAN RESOURCE DEVELOPMENT POLICY; SOCIAL INDICATORS; OCCUPATIONAL STRUCTURE; MIGRATION; COLLEGE GRADUATES; DISADVANTAGED; EMPLOYABILITY DEVELOPMENT; TEENAGERS; SERVICE DELIVERY SYSTEMS; CAREER GOALS; HIGH SCHOOLS; STATE-OF-THE-ART PAPERS; HEALTH OCCUPATIONS; LABOR MOBILITY; OHIO; OHIO, COLUMBUS; OHIO, FRANKLIN COUNTY

5-013

SOUTHERN METHODIST UNIVERSITY

Thomas Johnson

Grant 31-46-70-06
Project completed fiscal year 1974

Descriptors: FOREIGN TRADE AND INVESTMENTS; WAGES; RACIAL DISCRIMINATION; PROFESSIONAL SPORTS; EMPLOYMENT OPPORTUNITIES; LABOR SUPPLY; RECRUITMENT; HIRING PRACTICES; LABOR FORCE PARTICIPATION; WOMEN; PRODUCTION; JAPAN

5-014

UNIVERSITY OF CALIFORNIA, LOS ANGELES
LOS ANGELES, CALIF.

Benjamin Aaron

Grant 31-05-70-07
Project completed fiscal year 1974

Descriptors: YOUTH; EMPLOYMENT PATTERNS; ASPIRATIONS; WOMEN; CUSTOMER TRAINING; TRUCKING INDUSTRY; MINING; CHICANOS; UNEMPLOYMENT INSURANCE; BASIC EDUCATION; TEMPORARY EMPLOYMENT; MARITIME INDUSTRY; UNION PRACTICES; BLACK/WHITE; ECONOMICS COURSES; LOW INCOME; WAGE-PRICE CONTROLS; JOB SEARCH; COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); STAFF TRAINING; ENGINEERS; LABOR LAWS; JOB DEVELOPMENT; BIBLIOGRAPHIES; TRAINING EFFECTIVENESS AND IMPACT; DUAL LABOR MARKETS; WORKER PARTICIPATION IN MANAGEMENT; MINORITIES; ECONOMIC ANALYSIS AND CIVIL SERVICE SYSTEM; CALIFORNIA, WATTS; CALIFORNIA, LOS ANGELES

5-015

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

E. E. Liebhafsky

Grant 31-27-70-08
Project completed fiscal year 1974

Descriptors: CURRICULUMS; LABOR FORCE PARTICIPATION; MEN; POVERTY AREAS; PREDICTION OF SUCCESS IN PROGRAMS; EMPLOYMENT PATTERNS; LABOR MARKET INFORMATION; WAGES; JOB SEARCH; RETURNS ON EDUCATIONAL INVESTMENT; PART-TIME EMPLOYMENT; MANDATORY JOB LISTING; REVENUE SHARING; UNDEREMPLOYMENT; LOW INCOME; ELASTICITY OF SUBSTITUTION; OCCUPATIONAL STRUCTURE; SERVICE DELIVERY SYSTEMS; WORK-STUDY PROGRAMS

5-016

UNIVERSITY OF OREGON
EUGENE, OREG.

Eaton H. Conant

Grant 31-39-70-09
Project completed fiscal year 1974

Descriptors: TEACHERS; WORK ATTITUDES; PARAPROFESSIONALS; WORKER UTILIZATION; TECHNICIANS; DISADVANTAGED; JOB RETENTION; ORGANIZATIONAL ENVIRONMENT; ORGANIZATIONAL STRUCTURE; BUSINESS ADMINISTRATION; JOB SATISFACTION; UNIONIZATION; UNIVERSITIES AND COLLEGES; NORTHWEST STATES; POLICE; GOVERNMENT WORK; ARBITRATION; COLLECTIVE BARGAINING; DISCRIMINATION; MANUFACTURING; PRIVATE INDUSTRY; TURNOVER; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ECONOMICS COURSES; SECONDARY LABOR FORCE

5-017

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Garth L. Mangum

Grant 31-47-70-10
Project completed fiscal year 1975

Descriptors: MOBILITY ASSISTANCE; COMPREHENSIVE EMPLOYMENT AND TRAINING PLANNING; STATE MANPOWER SERVICES COUNCIL (CETA); LABOR DEMAND; POVERTY; ECONOMIC WELFARE; HUMAN CAPITAL; LABOR MARKET AREAS; VOCATIONAL EDUCATION; INDIANS; OCCUPATIONAL SAFETY AND HEALTH; VOCATIONAL REHABILITATION; LABOR FORCE PARTICIPATION; CHICANOS; MIGRANTS; FARMWORKERS; UNEMPLOYMENT INSURANCE; TRIGGER FORMULAS; PHYSICIANS; HEALTH CARE; SOCIAL RELATIONSHIPS; INDUSTRY PRACTICES; WORK-STUDY PROGRAMS; VOLUNTEERS; LABOR ECONOMICS COURSES; NORWAY; UTAH, SALT LAKE CITY; JAPAN

5-018

VIRGINIA STATE COLLEGE
PETERSBURG, VA.

Huey J. Battle

Grant 31-49-70-11
Project completed fiscal year 1974

Descriptors: RURAL AREAS; LOW INCOME; JOB SEARCH; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL STRUCTURE; WORKER UTILIZATION; WOMEN; BLACK/WHITE; RETURNS ON EDUCATIONAL INVESTMENT; INCOME; TAXES; LABOR ECONOMICS COURSES; BLACKS; UNIVERSITIES AND COLLEGES; JOB STRUCTURE; UNSKILLED WORKERS; SOCIAL SECURITY ACT; VIRGINIA

5-019

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

John J. Miller

Grant 31-52-70-12
Project completed fiscal year 1974

Descriptors: RETIREMENT; AREA PLANNING; CETA PROGRAMS; EFFECTIVENESS OF PROGRAMS; EMPLOYER ATTITUDES; SOCIAL SERVICE EMPLOYEES; CAREER PATTERNS; CAREER GOALS; LABOR ECONOMICS COURSES; RURAL AREAS; ASSESSMENT AND EVALUATION; WEST VIRGINIA

5-020

BOSTON UNIVERSITY
BOSTON, MASS.

William J. Spring and S. M. Miller

Grant 31-25-74-01
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; CONNECTICUT; MAINE; MASSACHUSETTS; NEW HAMPSHIRE; RHODE ISLAND; VERMONT

5-021

THE STATE UNIVERSITY OF NEW YORK AT BUFFALO
BUFFALO, N.Y.

Thomas G. Gutteridge

Grant 31-36-74-02
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

5-022

WEST VIRGINIA UNIVERSITY
MORGANTOWN, W.VA.

Marjorie Buckholz and John J. Miller

Grant 31-54-74-03
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; DISTRICT OF COLUMBIA; MARYLAND; PENNSYLVANIA; VIRGINIA; WEST VIRGINIA

5-023

MEMPHIS STATE UNIVERSITY
MEMPHIS, TENN.
AND
THE UNIVERSITY OF MISSISSIPPI
UNIVERSITY, MISS.

John Gnuschke and John J. Miller, Memphis State University, and Brian Rungeling, The University of Mississippi

Grant 31-47-74-04
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; MISSISSIPPI; NORTH CAROLINA; SOUTH CAROLINA; TENNESSEE

5-024

OAKLAND UNIVERSITY
ROCHESTER, MICH.

Mary Otto and William F. Moorhouse

Grant 31-26-74-05
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

5-025

UNIVERSITY OF HOUSTON
HOUSTON, TEX.
AND
NORTH TEXAS STATE UNIVERSITY
DENTON, TEX.

J. Earl Williams, University of Houston, and Lewis M. Abernathy, North Texas State

Grant 31-48-74-06
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

5-026

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

E. E. Liebhafsky

Grant 31-29-74-07
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

5-027

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Garth L. Mangum

Grant 31-49-74-08
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

5-028

SAN FRANCISCO STATE UNIVERSITY
SAN FRANCISCO, CALIF.

Curtis C. Aller

Grant 31-06-74-09
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

5-029

OREGON STATE UNIVERSITY
CORVALLIS, OREG.

Gary W. Sorenson

Grant 31-41-74-10
Project completed fiscal year 1978

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

5-030

NORTH CAROLINA AGRICULTURAL AND TECHNICAL STATE UNIVERSITY
GREENSBORO, N.C.

Howard F. Robinson

Grant 31-37-74-11
Project completed fiscal year 1978

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-031

PAN AMERICAN UNIVERSITY
EDINBURG, TEX.

Roy Flores and Carl H. Rush

Grant 31-48-74-12
Project completed fiscal year 1978

Descriptors: SPANISH-SPEAKING AMERICANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-032

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Terry Hunter and John C. Shearer

Grant 31-40-74-13
Project completed fiscal year 1978

Descriptors: INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA); INDIANS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-033

THE UNIVERSITY OF ALABAMA
UNIVERSITY, ALA.

Trevor Bain

Grant 31-01-78-01
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALABAMA; FLORIDA; GEORGIA; KENTUCKY; NORTH CAROLINA; MISSISSIPPI; SOUTH CAROLINA; TENNESSEE

5-034

SEATTLE UNIVERSITY
SEATTLE, WASH.

James T. Sawyer

Grant 31-53-78-02
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ALASKA; IDAHO; OREGON; WASHINGTON

5-035

RUTGERS UNIVERSITY
NEW BRUNSWICK, N.J.

James P. Begin

Grant 31-34-78-03
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; NEW JERSEY; NEW YORK; PUERTO RICO; VIRGIN ISLANDS

5-036

SOUTHERN UNIVERSITY AND A&M COLLEGE
BATON ROUGE, LA.

Judith C. Robb

Grant 31-22-78-04
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; BLACKS

5-037

THE UNIVERSITY OF ARIZONA
TUCSON, ARIZ.

Joseph J. Walka

Grant 31-04-78-05
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; INDIAN EMPLOYMENT AND TRAINING PROGRAMS (CETA)

5-038

CALIFORNIA STATE UNIVERSITY
SACRAMENTO, CALIF.

Jesse F. McClure

Grant 31-06-78-06
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARIZONA; CALIFORNIA; HAWAII; NEVADA; AMERICAN SAMOA; TRUST TERRITORY

5-039

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Robert W. Glover

Grant 31-48-78-07
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ARKANSAS; LOUISIANA; NEW MEXICO; OKLAHOMA; TEXAS

5-040

THE UNIVERSITY OF TEXAS
SAN ANTONIO, TEX.

Antonio Furino

Grant 31-48-78-08
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; SPANISH-SPEAKING AMERICANS

5-041

CLARK COLLEGE
ATLANTA, GA.

Gretchen E. Maclachlan

Grant 31-43-78-09
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-042

VIRGINIA COMMONWEALTH UNIVERSITY
RICHMOND, VA.

Donald R. McKenzie

Grant 31-51-78-10
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; DELAWARE; WASHINGTON, D.C.; MARYLAND; PENNSYLVANIA; WEST VIRGINIA

5-043

MEDGAR EVERS COLLEGE, CITY UNIVERSITY OF NEW YORK
BROOKLYN, N.Y.

Rafael Zambrana

Grant 31-36-78-11
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-044

KENTUCKY STATE UNIVERSITY
FRANKFORT, KY.

Alan H. Pearson

Grant 31-21-78-12
Project still in progress

Descriptors: BLACKS; CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS

5-045

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Louis A. Ferman

Grant 31-26-78-13
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; ILLINOIS; INDIANA; MICHIGAN; MINNESOTA; OHIO; WISCONSIN

5-046

THE UNIVERSITY OF KANSAS
LAWRENCE, KANS.

Anthony Redwood

Grant 31-20-78-14
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; IOWA; KANSAS; MISSOURI; NEBRASKA

5-047

UTAH STATE UNIVERSITY
LOGAN, UTAH

Gary B. Hansen

Grant 31-49-78-15
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; COLORADO; MONTANA; NORTH DAKOTA; SOUTH DAKOTA; UTAH; WYOMING

5-048

NORTHEASTERN UNIVERSITY
BOSTON, MASS.

Morris A. Horowitz

Grant 31-25-78-16
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; REGIONAL OFFICE OF EMPLOYMENT AND TRAINING ADMINISTRATION; STAFF TRAINING; INSTRUCTIONAL MATERIALS; MASSACHUSETTS; MAINE; NEW HAMPSHIRE; RHODE ISLAND; CONNECTICUT; VERMONT

5B. DOCTORAL DISSERTATION GRANTS

5B 1. THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

HUMAN RESOURCES POLICY

5-049 BRITAIN'S INDUSTRIAL TRAINING ACT: A CASE STUDY IN THE DEVELOPMENT OF PUBLIC MANPOWER POLICY

UTAH STATE UNIVERSITY
LOGAN, UTAH

Gary B. Hansen

Grant 91-47-68-52
Project completed fiscal year 1971

Descriptors: FOREIGN EMPLOYMENT AND TRAINING POLICY; VOCATIONAL TRAINING; EMPLOYER PRACTICES AND POLICIES; GREAT BRITAIN

This dissertation investigated the impact of operations under the Industrial Training Act of 1964 on British skill development and labor utilization programs.

The system operated through training boards, which were to be set up for all industrial sectors by the end of 1971. These boards levied assessments on firms in their industry and then issued training grants to distribute the costs of training more equally and encourage more firms to train. Only recently had the boards begun to work with the manpower research unit of the Department of Employment and Productivity in setting up a system for manpower forecasting, with particular attention to the individual firm.

Criticism of the law had centered on the levy-grant system—that it was too complicated and that it was neither fair in redistributing cost nor geared to achieve the correct amount of training. The composition of the work force, the rate of expansion or contraction, and the rate of labor turnover all affected the size of the training effort required in particular firms.

The researcher concluded that the levy-grant system should not be used much longer, although he found that it had been useful in the educational process that was needed to modernize "the archaic structure of the system, the retrograde attitudes of management and labor towards the role of training as part of human resource development and the shortage of general training."

The first major objective of the act—to insure an adequate supply of properly trained men and women at all levels of industry—was still far from realization, the researcher found. The sharp upturn in unemployment since the devaluation of the pound in 1967 had required that priority be given to retraining in order to redeploy workers from one firm or industry to another, and the government was operating an adult retraining system parallel to the industrial training system required by the act.

It was the researcher's judgment that the act made its most significant contribution in improving the quality and efficiency of training—its second major objective. A training staff of 870 had been built up, primarily to advise employers on their training needs and how best to meet them. As the head of the Industrial Training Service observed, "The effective development of systematic training . . . over the major part of industry seems likely to depend upon adequate specialist help being made readily available to employers."

1971

NTIS PB197324/AS

5-050 The Impact of Rules and Regulations Prohibiting Sex Discrimination in Employment: A Study of Response Patterns of Employers in Oregon

UNIVERSITY OF OREGON
EUGENE, OREG.

Lois Ann Martin Bronfman

Grant 91-41-72-47
Project completed fiscal year 1974

Descriptors: CIVIL RIGHTS ACT (1964); EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; LABOR DEMAND; SEX DISCRIMINATION; INDUSTRY PRACTICES; OREGON

Utilizing the logic of quasi-experimental research when feasible, this study described and evaluated the impact of the rules and regulations prohibiting sex discrimination in employment on the demand for women workers in Oregon.

Analysis was made of the impact of the laws on the aggregate demand for women workers in Oregon; on the demand for women workers in one establishment; and on the attitudes of a small sample of employers.

The study concluded: (1) That the laws prohibiting sex discrimination had had little or no impact on the aggregate demand for women workers in Oregon by 1970; (2) that change in demand when related to the laws required considerable time and effort; and (3) that employers by 1972 had no knowledge of the laws and thus had little reason to alter the demand pattern, even though the Civil Rights Act had been in force for 8 years.

September 1973

NTIS PB222592/AS

5-051 The Design of Federal Employment Programs: An Economic Analysis

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Lawrence S. Seidman

Grant 91-06-73-02
Project completed fiscal year 1975

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; LABOR FORCE PARTICIPATION; STATE AND LOCAL GOVERNMENTS; LOW-WAGE JOBS; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS)

This study analyzed the three objectives of most Federal employment programs: (1) To counter recession; (2) to raise the earnings of disadvantaged and low-skilled workers; and (3) to replace welfare for household heads who are able to work.

The researcher believed that, in dealing with recession, the Government needed an instrument that could provide a short-term holding action when the downswing began. He proposed an antirecession program that would build on the Public Employment Program but correct its main weaknesses.

In designing measures to raise the earnings of disadvantaged and low-skilled workers, the researcher began with the fact that low incomes were caused by low wages as much as by unemployment. Here, he proposed a two-pronged strategy: raising and extending the Federal minimum wage and then offsetting the unemployment effect of such a minimum wage by inducing the creation of additional above-minimum wage jobs through a Federal employment program. He proposed an employment incentive program but recommended further research to explore such issues as substitution and layoff bias among employers, private vs. public sector jobs, and direct vs. indirect supervision.

In discussing the problems of substituting "workfare" for welfare, the researcher argued that, before any guaranteed work proposal was adopted, those recommending it must first show why it—unlike other proposals—would not make inflation even more severe. He also argued that the guarantee should rely primarily on regular jobs with public and private employers, rather than on special projects or restricted jobs with public employers.

May 1974

NTIS PB236169/AS

5-052 The Effects of Title VII of the Civil Rights Act of 1964 on the Economic Position of Minorities

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Andrea H. Beller

Grant 91-36-73-07
Project completed fiscal year 1975

Descriptors: RACIAL DISCRIMINATION; EQUAL EMPLOYMENT OPPORTUNITY COMMISSION; EMPLOYMENT; ADMINISTRATION OF LAWS; CIVIL RIGHTS ACT (1964); MINORITIES

This study attempted to determine the real impact of title VII of the Civil Rights Act of 1964 on the economic position of minorities. Title VII, the "Equal Employment Opportunity" title, was designed to eliminate discrimination in employment. A theoretical model was developed to measure the impact of enforcement of the employment provision, covering hiring, firing, discharge, and recall, and the wage provision, covering compensation, promotion, demotion, and seniority. The amount of enforcement was measured by the number or incidence of charges of discrimination filed with the Equal Employment Opportunity Commission (EEOC) by minority individuals in each State.

The hypotheses that enforcement of the employment provision will increase minority employment in covered firms that remain in operation at the same location, while enforcement of the wage provision will decrease it, were supported by the estimates. These same effects were found for minority employment in the economy as a whole. A major empirical finding of the study was that the effect of enforcement of title VII on minority employment and wages varied directly with the amount of enforcement. The study also found that enforcement of the two provisions had a direct effect on relative wages.

Policy-related conclusions were that: (1) The power to issue cease and desist orders should have been given to the EEOC in order to deter the negative employment and wage effects caused by enforcement of the wage provision or (2) the law should have been enforced selectively, emphasizing enforcement of the employment provision.

November 1974

NTIS PB243295/AS

5-053 Occupational Licensure and the Labor Market for Clinical Laboratory Personnel 1900-1973

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

William D. White

Grant 91-25-73-31
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; OCCUPATIONAL LICENSING; HEALTH OCCUPATIONS; INTERNAL LABOR MARKETS; EMPLOYMENT OPPORTUNITIES

This study examined occupational licensing in the health field to determine its effects on the quality and costs of clinical health services. The researcher reviewed current literature and models, as well as the history of the health occupational field.

The wide diversity of State licensure laws was explored in a cross-sectional analysis to determine the overall state of the allied health personnel field. An econometric analysis was con-

ducted on detailed data on the clinical laboratory field in Massachusetts and California.

The findings indicated several potential long-term negative effects of licensing on the quality and costs of clinical personnel. The research identified current problems in the quality of services provided, but these problems did not appear to be related to licensing. The results did suggest that licensure had a significant impact on costs in the field. This finding raised questions about the desirability of introducing new licensure laws or maintaining present laws.

July 1975

NTIS PB276116/AS

5-054 ATTITUDES TOWARD EQUAL PAY AND AFFIRMATIVE ACTION FOR WOMEN IN THE WORK WORLD

YALE UNIVERSITY
NEW HAVEN, CONN.

Janet P. Grisby

Grant 91-09-76-54
Project still in progress

Descriptors: SEX DISCRIMINATION; ATTITUDES; WOMEN; AFFIRMATIVE ACTION PLANS

This dissertation will study the levels of attitudes and beliefs on sex inequality in work and evaluate some of the determinants of such attitudes and beliefs. The project focuses on two dominant aspects of Federal policies on sex inequality in work—equal pay and affirmative action. Affirmative action treats the sexes *unequally* (preference for equally qualified women over men) as a mechanism for achieving *equal* job distributions. People's attitudes to this federally supported policy may be especially complex and therefore important to understand. This study will help to anticipate realistically the effects of, and responses to, the many possible antidiscrimination programs for implementing the laws and help to choose effectively among the alternatives.

5-055 IMPACT OF GOVERNMENT PROGRAMS ON BLACK AMERICANS: 1947 TO 1975

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Richard J. Butler

Grant 91-17-77-20
Project still in progress

Descriptors: INCOME DIFFERENTIALS; BLACKS; GOVERNMENT PROGRAM IMPACT; LABOR SUPPLY; LABOR DEMAND

This study will examine time series data on black/white income differentials to determine what role, if any, government policy has played in accounting for the recent increase in black-white wage ratios that began in the middle 1960's. Unlike earlier studies that concentrated on only one aspect of the effect of government programs (the demand for black workers), this research will investigate both supply and demand effects of recent government activity on racial wage ratios.

Data for the study will include both published Current Population Survey (CPS) aggregate data and any disaggregated CPS data that can be found. Modern time series analysis techniques will be used, along with the standard econometric methods.

5-056 AN EMPIRICAL EXAMINATION OF FACTORS INFLUENCING THE INTRODUCTION AND USE OF NEW HEALTH PROFESSIONALS IN THE DELIVERY OF PRIMARY HEALTH CARE

STANFORD UNIVERSITY
STANFORD, CALIF.

Ingeborg M. Kuhn

Grant 91-06-77-56
Project still in progress

Descriptors: HEALTH OCCUPATIONS; HEALTH CARE; HUMAN CAPITAL; HUMAN RESOURCES

Three questions will be examined in the research: (1) To what extent do factors such as State regulations, third-party reimbursement policies, and the dissemination of information influence the actual distribution of the "New Health Professionals" (NHP's)? (2) Does there appear to be a difference in the relative influence of the factors among areas differentiated according to need for primary care services? (3) What may be some of the factors that have contributed to the inclusion of restrictions on the use of the NHP in State laws and regulations?

To study these questions, the researcher will develop three multivariate analytical models. The first model will include factors that influence the distribution of the NHP and dependent variables representing the distribution of NHP's among States. The second will include independent variables similar to the first model and dependent variables representing the NHP in areas within States differentiated according to the availability of primary care services. The third model will include independent variables representing the factors that may influence physicians to recommend restrictions on the use of the NHP and a dependent variable representing the degree of restrictions contained in State laws and regulations. Cross section data derived from existing sources will be used to analyze the relationships among the variables of each model. Multivariate analytical techniques, such as regression analysis, will be used to examine the data and to develop conclusions about the significance of the parameters of the models.

THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

IMMIGRATION POLICY

5-057 THE AFTERMATH OF THE BRACERO: A STUDY OF THE ECONOMIC IMPACT ON THE AGRICULTURAL HIRED LABOR MARKET OF MICHIGAN FROM THE TERMINATION OF PUBLIC LAW 78

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

John D. Mason

Grant 91-24-68-01
Project completed fiscal year 1972

Descriptors: IMMIGRATION; FARMWORKERS; MIGRANTS; AGRICULTURE; ALIENS; PUBLIC LAW 78; MICHIGAN

This study examined the impact on Michigan's agriculture and domestic hired farmworkers of the 1964 termination of the "bracero" agreement for the seasonal use of Mexican farmworkers in the United States. Michigan growers of cucumbers for pickling—the State's largest source of employment of braceros—were sent questionnaires on wages, employment practices, mechanical harvesting, costs, and returns; those who replied represented about 20 percent of planted acreage. Agricultural and labor officials, growers, and pickle industry personnel were interviewed, and data on wages and working conditions were obtained from State and Federal agencies.

In 1965, when pickle-cucumber acreage declined slightly, a labor shortage developed, largely because the growers had not

yet organized their recruiting. No shortages were experienced in the following years, however, despite the common belief that domestic agricultural workers would not perform "stoop" labor. While acreage in pickle-cucumbers declined slightly in 1966, the 1967 acreage increased to the pre-1965 level. The use of mechanical pickers—long in the process of development—increased, and the rate of acreage transferred to Southern States rose slowly—a trend in evidence for a number of years.

Wages rose after 1965 for all hired agricultural labor in Michigan, and other conditions of employment—such as housing and health care—improved. Relative costs of bracero and domestic labor were fairly similar in periods of scarce labor supply, but when labor was abundant the costs for bracero labor were higher.
1972

NTIS PB184906/AS

5-058 THE SHORT-RUN SOCIO-ECONOMIC EFFECTS OF THE TERMINATION OF PUBLIC LAW 78 ON THE CALIFORNIA FARM LABOR MARKET FOR 1965-1967

THE CATHOLIC UNIVERSITY OF AMERICA
WASHINGTON, D.C.

Victor P. Salandini

Grants 91-09-68-30 and 91-09-69-28
Project completed fiscal year 1969

Descriptors: IMMIGRATION; FARMWORKERS; MIGRANTS; AGRICULTURE; ALIENS; PUBLIC LAW 78; CALIFORNIA

This study investigated the effects on the California farm labor market of Public Law 78—enacted in 1951 to authorize the contracting of Mexican nationals to perform seasonal farmhand labor in areas where there was a domestic farm labor shortage—and its termination in 1964. The research was conducted in Imperial, Ventura, Monterey, and San Joaquin counties, where contracted Mexican farm laborers constituted a significant part of the labor force, with emphasis on the principal crops of those counties: Asparagus, lemons, lettuce, strawberries, tomatoes, and Valencia oranges. Extensive material was also drawn from research reports and testimony at public hearings, as well as relevant statistical series.

The study focused on the controversy surrounding the Public Law 78 program: the balancing of the needs of the growers for additional labor against the needs of domestic farmworkers for regular employment at adequate wages, under acceptable working and living conditions. The researcher concluded that the advantages to the growers of the law were doubtful, whereas the disadvantages to the domestic farmworkers were clear cut, and that termination of the law had only minimal and transient effects on the growers but benefited domestic farmworkers.

Increased employment opportunities were cited as the clearest gain for domestic farmworkers. Between 1964 and 1967, the average employment of seasonal domestic farmworkers in California rose by about 10,000 while total agricultural employment was falling by 24,000. The researcher found, however, that "green card" holders, who commute daily from Mexico to work in Southern California, and "wetbacks," who enter the United States illegally, continued to be an important source of labor during periods of peak demand. For example, he reported that the number of wetbacks apprehended by the U.S. Immigration and Naturalization Service rose from about 44,000 to 108,000 between 1964 and 1967.

In addition, the researcher found, the expiration of Public Law 78 contributed to lower unemployment, a marked increase in the number of days worked among domestic farmworkers, and a rise in wage rates in 1965 and 1966 in each of the crops studied. There was also some evidence that termination of the bracero program brought increased efforts in the areas of housing, field sanitation, and safety as a means of attracting and keeping a domestic farmwork force.

Changes in production since 1964 were attributed to weather conditions or, in the case of strawberries and asparagus, continuation of a long-term downtrend. The researcher believed that the farmers' being caught in a price-cost squeeze was due to capital expenditures and tax increases, rather than the rising cost of labor.
1969

NTIS PB184302/AS

5-059 IMPACT OF THE MEXICAN ALIEN COMMUTER ON THE APPAREL INDUSTRY OF EL PASO, TEXAS (A CASE STUDY)

THE UNIVERSITY OF KENTUCKY
LEXINGTON, KY.

Brian Scott Rungeling

Grant 91-19-68-60
Project completed fiscal year 1970

Descriptors: ALIENS; MEXICANS; APPAREL INDUSTRY; TEXAS, EL PASO

Large numbers of Mexicans live across the border and commute to El Paso, Tex., for work in the apparel industry (predominantly work clothing factories). This study explored the effect of those commuters on wages and employment, the location of the industry in the United States, and the probable effects of closing the border to the commuters.

All employers (20) in the industry in El Paso and selected workers (197) were interviewed on hiring policies, wages, training, and other work conditions. The apparel industry is the largest civilian employer in El Paso. In August 1968 it employed some 12,000 persons, of whom 23 to 40 percent were alien commuters living in Juarez, Mexico.

Both employers and employees indicated that commuters were not treated differently than other Mexican Americans in the job environment. This did not mean, however, that those with Spanish surnames, whether resident in Mexico or in the United States, were not discriminated against relative to Anglos, the researcher observed. He found that their advancement opportunities appeared to be limited by language difficulties, as well as by the industry's skill structure and employers' reluctance to use women in management positions.

Wages were found to be the same for commuters as for other workers in the industry. Commuters were found to depress wages only to the extent that they augmented the area's large pool of unskilled workers. However, wages in the industry were lower in El Paso than they were in other cities in Texas and elsewhere in the United States. Yet, because of lower living costs in Mexico, the commuter generally had a higher real wage (for the same work) than the U.S. worker in the industry.

The commuters did occupy jobs that unemployed U.S. citizens were willing and able to perform, in the researcher's opinion. The commuters were judged to affect the location of the industry only insofar as they were part of the large supply of low-cost unskilled labor. Employers generally expressed reluctance to relocate in Mexico as long as the present status of the supply of labor continues, but many indicated they would move across the border if it were closed to commuters.
1972

NTIS PB184647/AS

5-060 BRACERO LABOR AND THE CALIFORNIA FARM LABOR ECONOMY: A MICRO STUDY OF THREE CROPS, 1952 THROUGH 1967

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Donald Eugene Wise

Grant 91-05-69-22
Project completed fiscal year 1971

Descriptors: AGRICULTURE; ALIENS; EMPLOYMENT; MODELS; PRODUCTION; WAGES; CALIFORNIA

This study estimated the influence of the 1951-65 bracero program on agricultural production in California. A model of crop production was developed and used to approximate the market determination of total employment, wages, bracero employment, wholesale prices, production, and harvest acreage for a single crop. This model was then estimated for three crops (melons, lettuce, and strawberries) over the period 1955 through 1967. The actual data from these years were compared with estimates from the model both with and without the use of braceros.

The analysis indicated that the termination of the bracero program resulted in an increase in farm wages, domestic employment, and, to some extent, prices and that a moderate decline in production, acreage, and total employment also occurred.

1972

NTIS PB196466/AS

5-061 Manpower Impact and Problems of Mexican Illegal Aliens in an Urban Labor Market

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Gilbert Cardenas

Grant 91-17-75-20
Project completed fiscal year 1977

Descriptors: ADJUSTMENT; ALIENS; ASSIMILATION; BARRIOS; DISCRIMINATION; DUAL LABOR MARKETS; EMPLOYER ATTITUDES; ETHNIC GROUPS; IMMIGRANTS; MEXICAN AMERICANS; PARTICIPANT-OBSERVER METHODOLOGY

This study examined the impact and problems of Mexican illegal aliens in the San Antonio Standard Metropolitan Statistical Area. The methodology adopted was based on a participant-observer approach, involving: (1) Interviews with 100 illegal aliens; (2) interviews with employers, government officials, and community and labor leaders; and (3) a review of previous research and utilization of extant data.

The study explored the labor market exploitation and discrimination experienced by Mexican illegal aliens and attempted to identify the employment service needs of this group and their American-born children. After examining the extent to which illegal immigrants displaced low-income U.S. citizens from jobs, the author found that this aspect of the illegal alien issue was overstated.

The study concluded with a review of pending legislative proposals for dealing with illegal aliens and recommendations for future efforts to resolve the problem.

December 1976

NTIS PB266248/AS

5-062 The Earnings of Immigrants in the American Labor Market

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Gregory DeFreitas

Grant 91-36-78-22
Project still in progress

Descriptors: INCOME; LABOR MARKET BEHAVIOR; IMMIGRATION; IMMIGRANTS; NATIONAL LONGITUDINAL SURVEYS

This research will attempt to reduce the information gap on legal immigrants through an investigation of their earnings to provide a better understanding of the function and malfunction of the U.S. labor market.

The research will study: (1) Earnings of white male immigrants, (2) earnings of minority male immigrants, and (3) earnings of female immigrants. The data base is the 1970 Census of Population, the 1960 Census of Population, and the National Longitudinal Survey of Mature Women.

The findings of this study should illuminate the impact of immigrants on the U.S. economy. Results of this research should be particularly useful not only to government and private organizations concerned with immigrants, but also to employers, employment counselors, and the immigrants themselves.

5-063 The Female Haitian Immigrant in the New York City Labor Force

THE CITY UNIVERSITY OF NEW YORK, N.Y.

Walter L. Stewart

Grant 91-36-78-33
Project still in progress

Descriptors: WOMEN; IMMIGRATION; IMMIGRANTS

This study seeks to answer some fundamental questions about how a particular group of women immigrants, consisting of both documented and undocumented aliens from Haiti, adjust to the American labor market and the urban community. It will try to find out what kinds of skills they bring with them and how they use these skills in jobs and community activities. The study is exploratory. The researcher will analyze the group to determine to what extent their experiences conform to or deviate from present-day notions of immigrant life in America, but he does not expect to develop a theory of immigrant women and the American labor force.

Participant observer data have been gathered on how the Haitian female immigrant combines her roles as a mother and a worker and how she cares for her family and attends to household chores within the context of the work day or week. The researcher also reviewed literature on the subject, from such sources as studies, local newspapers, community-based organizational newsletters, journals, and bulletins from unions and other labor force related agencies.

The analysis is expected to provide insight about the experiences of illegal female immigrants in urban areas of particular value to policymakers in the areas of immigration and labor legislation.

THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

VETERANS AND MILITARY SERVICE

5-064 Economic Aspects of Higher Education Taken Under the World War II GI Bill of Rights

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Thrainn Eggertsson

Grants 91-37-70-34 and 91-39-71-34
Project completed fiscal year 1973

Descriptors: GI BILL OF RIGHTS; ECONOMIC ANALYSIS AND ECONOMETRICS; VETERANS; GOVERNMENT POLICIES; UNIVERSITIES AND COLLEGES

This study assessed the Federal Government's involvement in higher education via the World War II GI Bill of Rights. The evaluation was made by applying the theories and techniques of human capital and human resources economics. Data were gathered primarily from a 1967 U.S. Bureau of the Census survey of veterans. Additional information came from earlier postwar studies of veterans.

Three areas were examined in detail: (1) Estimates of human capital formation by World War II veterans, both during and

after the war; (2) estimates of the earnings function of veterans; and (3) estimates of the rate of return to education for typical veterans who took college after military service.

The data indicated that 26 percent of ex-servicemen in college after World War II would not have enrolled if the GI Bill had not been provided. The overall expenditure for education supported by the GI Bill was 12.1 percent of the human capital stock of college education embodied in the U.S. labor force in 1957, and accounted for 26.1 percent of the stock's increase between 1940 and 1957. Younger men typically completed more education than older men.

It was found that GI Bill subsidies for education substantially increased private rates of return—by 23 to 37 percent. Rates of return on total resource investment, ranging from 6.3 to 12.9 percent, as well as the private rates of return, in general compared favorably with other business investment options.

Additional findings about veterans' earnings indicated that veterans who had completed college before military service earned more than veterans who did some college work after discharge. Veterans who completed all college work after military service earned less than either of these two groups. A number of other variables that influence earnings, such as special training while in military service, were analyzed.
July 1972

NTIS PB211219/AS

5-065 The Political Economy of Military Manpower Procurement in Peacetime

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Glenn A. Withers

Grant 91-25-74-47
Project completed fiscal year 1975

Descriptors: ARMED FORCES; VOLUNTEERS; OCCUPATIONAL CHOICE; INTERNATIONAL COMPARISONS

This study examined the economic and political issues surrounding military personnel procurement in peacetime. It considered the broad alternative systems of conscription and voluntarism and developed models of demand and supply for military labor to show how these factors were affected by the choice of a procurement system.

The grantee investigated the proposition that the pecuniary advantages of the draft accruing to the taxpaying majority in a democracy would make the adoption of all-voluntary forces unlikely. Empirical analysis indicated that public opinion on the draft issue was not readily predictable on the basis of fiscal interest alone and that more attention to other factors was required to understand why all-voluntary forces were adopted.

The grantee examined the impact that the two procurement systems would have on the level of accessions and found that a volunteer force would require considerably fewer accessions than a draft system because it would have lower labor turnover and need fewer training and support personnel. To determine the conditions under which the required voluntary accessions would be forthcoming, he specified a model of military-civilian occupational choice and derived appropriate forms for estimating the supply of volunteer enlistees as a proportion of the population. He also analyzed the effects on enlistments of variations in military and civilian pay, unemployment, draft pressure, quality levels, and attitudes toward military service. The impacts of the two procurement policies were estimated for the United States and Australia, with information on Canada and Great Britain being used for comparison. The two systems were evaluated as to their allocative efficiency, distributional effects, adjustment flexibility, and social controls.
December 1974

NTIS PB240753/AS

THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

WELFARE POLICY AND INCOMES PROPOSALS

5-066 The 100% Welfare Tax Rate: Its Incidence and Effects

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Leonard J. Hausman

Grant 91-53-66-68
Project completed fiscal year 1967

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WELFARE RECIPIENTS; MONOGRAPHS

This study examined the "welfare tax rate"—the rate at which benefits under Aid to Families with Dependent Children (AFDC) decrease as a family's earned and other income increase—and the extent to which AFDC families are capable of earning as much as they could receive in welfare benefits. The latter analysis utilized data from a national survey of AFDC families in 1961 and 1960 census data on earnings of workers matched to the AFDC group's education levels and former occupations. The study then addressed the question of how much work effort could reasonably be expected of AFDC family heads. For this part of the study, the researcher conducted a survey of 131 AFDC mothers in New York City in 1966.

The survey revealed that about one of every six AFDC mothers were either working or looking for work. An additional 1 of every 10 expressed some interest in a job and professed marketable skills. These findings suggested that more AFDC family heads than might be supposed were employable or could easily be rehabilitated to become employable. However, the analysis of potential earnings indicated that comparatively few could earn as much as the family could get in welfare benefits.
1967

NTIS PB177566/AS
ETA *The Potential for Work Among Welfare Parents*, Manpower Research Monograph no. 12, 1969 (summary)

5-067 The Impact of the Welfare System on Labor Supply and Family Stability: A Study of Female Heads of Families

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Marjorie Hanson Honig

Grants 91-34-68-28 and 91-34-69-18
Project completed fiscal year 1972

Descriptors: AID TO FAMILIES WITH DEPENDENT CHILDREN; WORK INCENTIVES

This report presented a statistical analysis of the relationships between the proportion of the population receiving payments under the Aid to Families with Dependent Children (AFDC) program and the AFDC income relative to expected earnings.

Aggregate earnings data from the largest standard metropolitan statistical areas of the 1960 and 1950 censuses were used to represent expected earnings. Welfare recipient data were based on AFDC cases rather than individual recipients.

Analysis showed a significant inverse relationship between the proportion of the eligible population receiving AFDC benefits and the differential between the AFDC stipend and average full-time earnings.
August 1971

NTIS PB201127/AS

5-068 The Effects of Taxes on the Supply of Labor: With Special Reference to Income Maintenance Programs

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Michael J. Boskin

Grant 91-05-69-54
Project completed fiscal year 1971

Descriptors: INCOME MAINTENANCE; LABOR SUPPLY; INCOME TAX; MODELS

The researcher investigated the effects of taxes on labor supply while analyzing the economic and noneconomic factors (for example, race, sex, age, or family position) which influence an individual to decide whether and how much to work and examined income maintenance proposals in the light of the results.

A theoretical model of the labor supply decisions of family members was constructed and applied to data from the 1967 Survey of Economic Opportunity to establish a basis for estimating labor supply curves for population subgroups. Three equations—one relating the expected wages of potential workers to personal characteristics, the second relating potential participation in the labor force to such variables as wages and other income, and the third relating annual hours of work to annual wages and an analogous set of variables—were combined to give an estimate of the overall response of the labor force to income and taxes. The results of this analysis were used to estimate the effects of various income maintenance programs on the labor supply and income of the poor and the nonpoor.

Labor supply was found to be highly inelastic with respect to income for adult husbands. Income taxes affected labor supply in the same way. The author found no empirical evidence for thinking that income maintenance programs would adversely affect labor supply, except for those groups which social policy often keeps out of the labor force anyway: Wives with children, female teenagers, and elderly men.
1972

NTIS PB199548/AS

5-069 The Supply of Labor and the Incentive Effects of Income Maintenance Programs

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Samuel A. Rea, Jr.

Grant 91-23-70-24
Project completed fiscal year 1972

Descriptors: INCOME MAINTENANCE; LABOR SUPPLY; WORK INCENTIVES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study was concerned with the impact on the adult labor supply of overtime premiums, moonlighting, unemployment insurance, federally subsidized medical care or education, income maintenance programs, and other antipoverty measures which might affect work incentive. The investigator used microeconomic data with individuals as the units of observation (March 1967 Current Population Survey). Utility theory and regression analysis were used to derive a labor supply function for adult workers.

Within this framework, he reported, the precise effect of unemployment would depend on the income effect, the wage rate, and the proportion of unemployment that constitutes leisure. Methods for empirically estimating the effects of income taxes were introduced, but the bias caused by neglecting taxes was shown to be small.

Supply functions were estimated and the supply response to 11 alternative income maintenance-implicit tax plans was simulated. A $2,400 guarantee with a 50-percent tax rate (whereby the guaranteed amount is reduced for every dollar of earnings over stipulated levels) for a family of four was estimated to reduce hours supplied by the recipients by 12 percent and to decrease the number in the labor force by 21 percent. The earnings exemption in the Family Assistance Plan was shown to offer no improvement in work incentives over the conventional plan.

The candidate also found that education exerted a strong positive influence on the supply of all groups, but especially women, and that the effect of a spouse's education was positive for the husband and negative for the wife.
October 1971

NTIS PB202351/AS

5-070 The Determinants of Hours of Work for Low-Income Family Heads: A Statistical Analysis

OKLAHOMA STATE UNIVERSITY
STILLWATER, OKLA.

Carl Dean Parker

Grant 91-38-70-31
Project completed fiscal year 1972

Descriptors: LABOR SUPPLY; WORK INCENTIVES; LOW INCOME; MODELS; FAMILY ASSISTANCE PLAN; PART-TIME EMPLOYMENT

This study estimated the relationship between hours worked and sources and levels of income as well as other market and personal factors for four groups of low-income family heads: (1) The working poor who satisfy eligibility criteria for the Family Assistance Plan (FAP) proposed in 1970; (2) the working poor who could not satisfy the FAP eligibility criteria because they had no children; (3) the working near-poor with children; and (4) the working near-poor without children.

Cross-section data from the 1967 Survey of Economic Opportunity and a variant of a work-leisure choice model were used to estimate the labor supply relation, with special attention to intercorrelation and interaction between wage and income and selected explanatory variables. Also, a major effort was made to compute wage and income effects and elasticities.

The study found that the effect of various influences on work effort differed for family heads employed full time and those employed part time. Differentials in work incentives within the various categories of low-income family heads were also associated with differences in demographic characteristics.

Although the effects would thus differ among various categories of low-income family heads, the study indicated that either a wage subsidy or a lump sum transfer associated with a positive marginal tax scheme would lead to a general reduction in work effort. Work disincentives, however, were not of major importance for the full-time workers in the categories analyzed.
August 1971

NTIS PB205814/AS

5-071 The Impact of the Welfare System on Black Migration and Marital Stability

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Robert D. Reischauer

Grant 91-34-70-43
Project completed fiscal year 1972

Descriptors: MARITAL STABILITY; BLACKS; WELFARE RECIPIENTS; POPULATION; MIGRATION; WELFARE PROGRAMS; MODELS

The study examined several popular hypotheses concerning the nature and causes of the welfare problem facing the country: (1) Areas with low welfare benefits tended to "export"

their poor to areas with better benefits. (2) The varied array of opportunities, including welfare opportunities, in the urban centers of the North and West influenced both the migrant's decision to leave and his choice of destination. (3) Welfare opportunities may have made the core cities into sinks which the poor had little incentive to leave and from which they have no paths to economic advancement. (4) The primary mechanisms fostering marital instability among welfare recipients were the welfare regulations excluding from public assistance most poor husband and wife families.

Variants of a migration model were used to test the first three hypotheses, primarily with data from the 1960 census and from welfare agency records. Overall, the findings implied that, had the South had a more liberal welfare system during the 1955-60 period, black migration to the central cities of the North and West would have been little affected. Other analyses suggested that welfare reform, no matter what shape it took, was not likely to significantly relieve central cities of the inflow of unskilled persons.

A second model, embodying the production and consumption functions of family members, was used to test the fourth hypothesis. The researcher concluded that the specific AFDC regulations that precluded families headed by able-bodied males from coverage were not a significant cause of low-income marital instability. Rather, the general provision of welfare income—purchasing power that was independent of work by the individual or the spouse—stimulated family disruption.

1972

NTIS PB202030/AS

5-072 THE IMPACT OF FISCAL REDISTRIBUTIVE POLICIES ON THE SUPPLY OF LABOR: FIVE ESSAYS IN ECONOMIC THEORY AND PROGRAM DESIGN

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Jonathan R. Kesselman

Grant 91-25-71-19
Project completed fiscal year 1973

Descriptors: INCOME MAINTENANCE; WORK INCENTIVES; LABOR SUPPLY; MODELS; WAGE SUBSIDIES

The thesis investigated the labor supply effects of various fiscal devices aimed at income redistribution: The income subsidy, income-work subsidy, wage subsidy, overtime wage subsidy, categorical income subsidy, combined variants, linear lump sum transfer, and wage tax-subsidy. Both static effects on individual and aggregate labor supply and dynamic effects on job search, vocational training, family cohesion, and other incentives were analyzed. The incentive effects of introducing a "work requirement" into an income subsidy were formulated. Throughout, the general superiority of the wage subsidy in terms of work incentives, real economic cost to nonbeneficiary society, and potency as a redistributive device emerged.

Practical policy concerns in income maintenance, as well as a proposal for a comprehensive approach, were discussed. At several points, the analysis yielded insights useful to the interpretation of results from the New Jersey and other income transfer experiments.

The standard static two-good model of labor supply was extended to account for social interactions and dynamic processes which may make leisure an inferior good in the long run. Notions of economic equality were described and related to fiscal redistributive policies. A classical theorem in taxation was overthrown with the assumption of differential worker productivities and free labor-supply choice. Fiscal redistributive devices were placed in the framework of a modern general equilibrium model of optimal taxation. An analysis of the dynamic incentives under egalitarian redistributions was begun.

July 1972

NTIS PB209568/AS

5-073 THE ECONOMIC AND POLITICAL CAUSES OF THE "WELFARE CRISIS"

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Martin R. Holmer

Grant 91-25-73-17
Project completed fiscal year 1978

Descriptors: WELFARE PROGRAMS; DUAL LABOR MARKETS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE PATTERNS; WELFARE RECIPIENTS; LOW-WAGE JOBS; MASSACHUSETTS, BOSTON

To identify the immediate causes of the national expansion in Aid to Families with Dependent Children (AFDC) caseloads, the investigator used an econometric model of caseload dynamics to examine the contributions of demographic characteristics, labor market conditions, and different aspects of AFDC policy.

The model, estimated with quarterly data from 1952 through 1972, explained over 99 percent of the historical variation in the number of AFDC recipients. Fully four-fifths of the 1952-72 caseload expansion was attributed to an increase in AFDC accessibility and the less stigmatizing treatment of applicants and recipients by caseworkers.

June 1978

NTIS PB287557/AS

5-074 LABOR EFFORT DISINCENTIVES OF NEGATIVE INCOME TAXATION

BOSTON COLLEGE
CHESTNUT HILL, MASS.

William C. Spaeth

Grant 91-25-73-26
Project completed fiscal year 1974

Descriptors: WORK INCENTIVES; NEGATIVE INCOME TAX; EARNINGS; ECONOMIC ANALYSIS AND ECONOMETRICS; GOVERNMENT POLICIES; EMPLOYMENT OPPORTUNITIES

This study explored what work disincentive, if any, would result from the introduction of a negative income tax plan as the sole national measure to alleviate poverty.

The principal data were drawn from the March 1967 supplement to the Current Population Survey on work experience during 1966 for about 15,000 men with some employment in 1966 and still in the labor force in March 1967. Women, as well as some young men, were excluded because the research design assumed that workers had been in the labor force throughout 1966. The men in the sample were between the ages of 21 and 65 and lived in the 93 largest Standard Metropolitan Statistical Areas. The data were stratified by region, marital status, age, and industry type. Data from other sources were used as variables to help control for differences in local labor market conditions and in particular industries and occupations. As a proxy for the nonexistent negative income tax, the researcher constructed an unemployment compensation rate appropriate to individual 1966 earnings.

The model used to relate these data to each other found that a negative income tax would produce some disincentives, the magnitude of which differed between manufacturing and nonmanufacturing industries. This difference was attributed to rigid job structures in manufacturing, which prevented workers from choosing either the number of weeks worked or the hours worked per week.

White married men in the prime age group reacted as predicted, but nonwhite men, young men, and unmarried men did not. The unpredicted behavior, especially for nonwhites, was attributed to low-wage workers capitalizing on the unusually [illegible] labor market in 1966 by working an extraordinarily high number of hours per week, so that their reactions greatly

outweighed any work disincentive from the negative income tax proxy.
1974

NTIS PB236176/AS

5-075 Early Academic Achievement, the Transition from School to Work, and the Long Run Cost of a Negative Income Tax Program

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Donald M. Waldman

Grant 91-55-77-16
Project still in progress

Descriptors: NEGATIVE INCOME TAX; EDUCATIONAL ATTAINMENT; TRANSITION FROM SCHOOL TO WORK; COST EFFECTIVENESS; ECONOMIC ANALYSIS AND ECONOMETRICS; WELFARE LEGISLATION

This study is investigating the possibility that providing a negative income tax (NIT) would result in improved school performance by children in families covered by the program. To do so, it is considering three aspects of an NIT: (1) Its effects on early academic achievement; (2) how it would change the transition from school to work; and (3) the simulated longrun cost and coverage of a nationwide program.

In the course of the study, the investigator will develop a model of early grade school achievement as a function of environmental and social-psychological variables and use the outcomes of this model as inputs into a model of educational attainment/wage determination. These results will then be applied to a nationally representative sample of American families to simulate the longrun profile of an NIT. Econometric methods will be used in the study.

5-076 Earnings Declines, Social Insurance, and Poverty

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Verdon Stafford Staines

Grant 91-55-78-40
Project still in progress

Descriptors: WELFARE REFORM AND INCOME MAINTENANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; POVERTY; WOMEN; HEALTH; INCOME; EARNINGS

Family earnings can decline for a variety of reasons—involuntary job loss, illness, disablement, retirement, deaths, births, marital dissolution, and other changes in family composition. To varying degrees, social insurance and welfare programs cushion losses resulting from each of these occurrences. This study will estimate the relative frequency and magnitude of earnings declines by cause and estimate the extent to which the social welfare system replaces income lost for each reason. It will use time series data from the Michigan Panel Study.

The researcher will develop an econometric model to predict family earnings flows from economywide trends, the individual family's skill mix, and the possible events that could cause income loss. He can measure the earnings effects of each event from the model and, by adding transfer payments, estimate the extent to which they compensate for income losses from the different events.

By considering compensation by reason for income loss, this study may identify areas neglected by social welfare systems. Divorced mothers, for example, may not be sufficiently protected from income loss and may need additional means of support. The study will also review regional, racial, and urban-rural differences in welfare benefits.

5-077 The Impact of Child Support Enforcement Program (P.L. 93-647) on the Welfare Dependency of Female-Headed Families in Low Income, High Unemployment Regions: A Case Study of New Bedford, Massachusetts

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Janet M. Loneragan

Grant 91-25-78-49
Project still in progress

Descriptors: FAMILIES; AID TO FAMILIES WITH DEPENDENT CHILDREN; CHILD SUPPORT ENFORCEMENT PROGRAM; WOMEN; WELFARE LEGISLATION; WORK ATTITUDES

This study will examine the economic dependency of families headed by women resulting directly from economic desertion by the father. It is concerned with the delinquency of fathers in their child support obligations and the subsequent welfare dependency of their families. In spite of several legislative attempts since the 1940's to develop a comprehensive child support enforcement program, by 1973 only 34 percent of AFDC families with absent parents were covered by court orders or voluntary agreements on child support. Of these families, less than one-fifth were receiving full support payments from the absent parent, while more than half received no payments at all. In January 1975, however, Congress enacted a new title IV-D of the Social Security Act (Public Law 93-647), which mandated more aggressive child support enforcement at various levels of government. A system of penalties and incentives was introduced to insure that States and localities develop child support enforcement programs. A nationwide, computerized Parent Locator Service was established, and Federal agencies, including the Internal Revenue Service and the Social Security Administration were directed to provide any information they have on the location and income of absent fathers.

The researcher will try to determine the impact of child support enforcement efforts during the 1970's on the welfare dependency of AFDC families, and whether the most recent efforts have insured their economic independence over the longer run.

THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

OTHER ECONOMIC AND SOCIAL CONDITIONS AND POLICIES

5-078 The Weberian Mine: A Probationary Analysis of Class Stratification; Being a Critical Essay on the Study of Class in American Sociology and a Suggestion for Improvement, with Special Reference to the Ideas of Max Weber, and with Some Remarks on the Speculations of Mr. Faris, Mr. Nisbet, and Other Writers

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

John Pease

Grant 91-24-66-44
Project completed fiscal year 1969

Descriptors: SOCIAL STRUCTURE; SOCIAL SCIENCES

This study contended that American sociology had mistakenly abandoned the concept of class and had tended to misinterpret Max Weber's understanding of class stratification—described as the best vantage point for viewing the class structure of American society.

The author noted that little attention was paid to class research until after the depression of the 1930's. Following

World War II, expanding research and discussion about social stratification led to the "functional theory of stratification"; i.e., it is a mechanism that every society must have for inducing its members to occupy and perform jobs that are socially important and require training. Subsequently, with the emergence of the "mass society" theory (i.e., America is principally affluent and almost exclusively middle class), many sociologists rejected the concept of class as no longer relevant for the analysis of American society.

The author cited extensive studies to support the contention that class stratification does exist; it is consequential; it is significantly related to various aspects of social life; and it can be best understood in terms of Weber's conceptual scheme. He also asserted that, by studying populations more homogeneous in class situation than the population as a whole, researchers had helped perpetuate the popular but erroneous contention that American society is classless.
1968

NTIS PB179852/AS
Also available in "Ideological Currents in American Stratification Literature," *The American Sociologist*, vol. 5, No. 2, May 1970

5-079 THE IDEOLOGY OF AMERICAN STRATIFICATION

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Joan Rytina

Grant 91-24-66-45
Project completed fiscal year 1968

Descriptors: SOCIAL STRUCTURE; ATTITUDES; INCOME DIFFERENTIALS; MICHIGAN, MUSKEGON

This study explored the question of which socioeconomic groups in America believed that the dominant ideology—the belief that America is a land of equal opportunity, that success is due to ability and hard work, and that political power is distributed among many different groups—correctly described the operation of American society.

Interviews were conducted with heads of households or their spouses living in the Muskegon, Mich., metropolitan area. The 200 middle-income respondents (having 1965 incomes between $7,000 and $25,000 for any family size) were derived largely from a systematic area sample. Through informants, assessed value of residences, and observation, the systematic sample was supplemented to include 47 rich respondents (having 1965 incomes of $25,000 or more for any family size) and 107 poor subjects (having 1965 incomes of $3,000 to $3,500 for four persons, with different income specified for other family sizes).

According to the researcher, the poor were less likely than the rich to find the dominant ideology accurate. The poor usually saw the distribution of rewards as a result of social structural conditions (such as opportunities for jobs or education), and the rich saw the distribution of rewards as a result of favorable personal attributes.

Middle-income blacks, poor blacks, and poor whites usually had a stronger desire than other groups for the realization of a political system in which power is shared by all groups. The other groups, middle-income and rich whites, were more likely to think that such a distribution of power already existed.
1969

NTIS PB178305/AS
Also available as "Ideological Beliefs on the Distribution of Power in the United States," *American Sociological Review*, vol. 34, No. 1, February 1969.

5-080 FACTORS INVOLVED IN UPWARD SOCIAL MOBILITY FROM THE CULTURE OF POVERTY

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Lawrence E. Sneden, II

Grant 91-24-67-01
Project completed fiscal year 1969

Descriptors: CULTURE OF POVERTY; SOCIAL MOBILITY; ATTITUDES; MICHIGAN, LANSING

This study identified some of the characteristics, attitudes, and activities that are linked with belief in (1) the possibility and (2) the value of upward social mobility among persons at the bottom of the socioeconomic structure. Interviews were conducted with 398 residents of Lansing, Mich., who were 17 to 29 years of age and had incomes below the poverty level.

The researcher found greater likelihood for belief in both aspects of social ascent among the poor who: (1) Evaluated middle-class persons positively, had more contacts with them, and had a desire to increase these contacts; (2) devalued contacts with lower class persons outside their immediate families; (3) were younger and/or male; (4) exhibited greater spatial mobility; and (5) made more use of the mass media in general.

According to the researcher, two variables were significantly related to belief in the value, but not the possibility, of upward social mobility: (1) Being nonwhite (one-third of the sample); and (2) watching television more often. In contrast, respondents with higher educational attainment—and a full 30 percent of the sample had completed 1 or more years of college—and those employed in full-time jobs were more likely to believe in the possibility, but not the value, of social ascent.

The researcher found no clear relationships between the orientation toward upward mobility and respondents' marital status, material possessions, alienation from their families, or perception of problems as within the individual's control.
1969

NTIS PB182148/AS

5-081 SOCIAL AND CULTURAL LINKS IN THE URBAN OCCUPATIONAL ADJUSTMENT OF SOUTHERN APPALACHIAN MIGRANTS

FORDHAM UNIVERSITY
BRONX, N.Y.

Mary Bernadette Harmeling

Grants 91-34-67-23 and 91-34-68-25
Project completed fiscal year 1969

Descriptors: MIGRATION; ASSIMILATION; FAMILIES; KENTUCKY, APPALACHIA

This study hypothesized that early adjustment of southern Appalachian migrants to urban society was facilitated by social links—Appalachian relatives and friends residing in the city—and cultural links—similarities and reciprocals between Appalachian and urban cultures.

Case studies were compiled from interviews with 51 families who had migrated from southeastern Kentucky to a northern Kentucky metropolitan county approximately 2 years earlier. The selection method identified only families with school-age children. Subjects explored in the interview included activities in employment, housing, education, religion, politics, health and welfare, purchasing, and visiting.

Evidence supported the functionalism of social links for about one-third of the migrants, especially in their initial urban employment and housing contacts. Cultural links appeared as the migrants became sufficiently established to implement Appalachian-related choices. Neither social nor cultural links, however, were directly related to adjustment, indicated by continuity of residence in the city and favorable attitudes toward urban structures.

The primary adjustment factor was employment. As long as the fathers kept their jobs and earned satisfactory incomes, nearly all of the families remained in the city. Of the 15 families that had returned to Appalachia, only one was reported as having an employable male head.
1970

NTIS PB183911/AS

5-082 DEBTOR-CREDITOR REDISTRIBUTION IN INFLATION: A CASE STUDY IN THE METHODOLOGY OF POLICY-ORIENTED RESEARCH

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Alexander Korns

Grants 91-23-67-42, 91-23-69-06 and 91-23-69-42
Project completed fiscal year 1973

Descriptors: INFLATION; DEBTOR/CREDITOR RELATIONSHIP; METHODOLOGY; CONSUMER PRICE INDEX

This analysis used the framework of the debtor-creditor paradigm to develop a method for estimating how much a rise in the price level causes debtors to gain and creditors to lose, taking account of the accompanying rise in interest rates which cancels out some of the redistribution from creditors to debtors.

The rise in the price level was measured by the annual rate of change in the Consumer Price Index during 1965-70, in comparison with the average rate of change during 1961-64. The interest "offset" was calculated by subtracting the rise in interest rates from the price rise. Estimates of the net monetary assets of creditors and the net monetary debts of debtors—the amounts "vulnerable" to inflation—made allowance for the fact that many households were simultaneously lenders and borrowers, primarily associated with mortgage borrowing. These estimates were derived from the 1963 Survey of Financial Characteristics of Consumers, conducted for the Board of Governors of the Federal Reserve System. The various measures were then used, in conjunction with information from the flow-of-funds series published by the Federal Reserve Board, to derive estimates of the aggregate gains and losses associated with inflation during 1965-70 and to examine the impact of inflation on households with different characteristics.

1973

ETA

5-083 SOCIOLOGICAL ASPECTS OF SELF-EMPLOYMENT AND SOCIAL WELFARE AMONG CHINESE, JAPANESE, AND NEGROES IN NORTHERN, URBAN AREAS OF THE UNITED STATES, 1900-1940

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Ivan Hubert Light

Grant 91-05-68-05
Project completed fiscal year 1972

Descriptors: SOCIAL STRUCTURE; BLACKS; CHINESE AMERICANS; JAPANESE AMERICANS; OWNERS; WELFARE DEPENDENCY

Chinese Americans and Japanese Americans had been overrepresented in small business and underrepresented on welfare rolls, whereas the situation of blacks had been exactly the reverse. This study sought the reason for these opposite trends. Structural comparison of the three groups was undertaken, based on public records and secondary sources, supplemented by interviews with several minority group leaders.

The author found that, in response to discrimination in various forms, Chinese and Japanese Americans established communities based primarily on extended kinship and regional origin and drove toward self-employment through such institutions. Black migrants to northern urban areas developed specialized, voluntary associations to perform business and welfare functions, but their associations were unable to develop the intensive internal solidarity typical of the Chinese and Japanese groups. Abstention from membership—and thus social isolation—was greatest among the poorest urban blacks. That isolation contributed to high rates of welfare dependency among urban blacks and also inhibited the capacity of poor blacks to organize a small business sector.

1972

NTIS PB186415/AS

5-084 A CRITIQUE OF DUNCAN'S STRATIFICATION RESEARCH

DUKE UNIVERSITY
DURHAM, N.C.

Norville D. Crowder

Grant 91-35-68-15
Project completed fiscal year 1974

Descriptors: SOCIAL STRUCTURE; SOCIAL SCIENCES; ECONOMIC AND SOCIAL CONDITIONS; MODELS

This critique questioned Otis Dudley Duncan's interpretation of his research on the nature and process of the distribution of rewards in the U.S. stratification system.

A reanalysis of primary survey data was presented, coupled with notations of statistical and conceptual flaws in Duncan's models, and followed by a reconceptualization of the reward distribution process.

It was suggested that a plausible source of Duncan's research error was presuppositional bias, especially in the American egalitarian achievement ideology. It was further suggested that this bias pervaded functionalist theoretical statements about the stratification system and was not an isolated analytical error in Duncan's research.

The author recommended specific directions for stratification research to permit heightened understanding of the relationship between structural or systemic conditions and individual achievement.

May 1974

NTIS PB231343/AS

5-085 A MODEL OF LABOR IN RETAIL TRADE

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Philip Glenn Cotterill

Grant 91-15-68-16
Project completed fiscal year 1969

Descriptors: RETAIL TRADE; MINIMUM WAGE LAWS; MODELS; LABOR DEMAND; PRODUCT DEMAND

This study considered the extent to which increases in the minimum wage occasion a trade off between employment and wages in retail trade. A model of labor demand and supply was developed using data for 12 types of retail establishments in 51 large standard metropolitan statistical areas from the Census of Business for 1948, 1954, 1958, and 1963. (Minimum wage legislation enacted in 1961 affected over one-third of the nonsupervisory employees in retail trade by 1963.)

The model measured the sensitivity of labor demand in each area to increases in: (1) The demand for retail services; and (2) retail trade wages. Specific variables were annual sales per inhabitant, money wages in alternative employment (manufacturing), median education, and percent of nonwhites in the area's work force. The basic assumptions included: (1) A perfectly competitive labor market; (2) fixed and known employment opportunities in other industries; and (3) identical labor demand and supply functions for each metropolitan area.

According to the model, increases in the minimum wage have had a relatively small negative impact on employment, except in the case of variety stores. Increases in sales, averaging about 6 percent annually since 1961, had caused overriding increases in employment. Given sales increases of this magnitude, it was estimated that retail establishments could maintain a 5-percent annual increase in employment in the face of

changes in the minimum wage, ranging from a 56-percent increase for apparel and accessory stores to a 6-percent decrease for furniture stores.

The researcher noted that his model did not predict the time required for the market to adjust to changes in sales or wages, since it was based on cross-sectional data, and that it attributed actual wage changes solely to minimum wage increases.
1969

NTIS PB179697/AS

5-086 Family Mobility: An Examination of Factors Affecting Migration

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Alan B. Kirschenbaum

Grant 91-34-68-42
Project completed fiscal year 1970

Descriptors: GEOGRAPHIC MOBILITY; ECONOMIC AND SOCIAL CONDITIONS; MEN; HOUSEHOLDS; WHITES; CAREER PATTERNS

The major purpose of this study was to test the proposition that increases in employment and employment-related factors would increase mobility. It also dealt with how such employment opportunities would influence a regional and metropolitan destination choice.

The data used were part of the 1/1,000 sample of the 1960 Census, containing separate records of individuals and their characteristics, as well as selected characteristics of the household of which each individual was a member. The sample was restricted to employed white male heads of households, who were married with spouse present and were between the ages of 14 and 64. It covered family heads residing in both metropolitan and nonmetropolitan areas in 1960 and used a 5-year migration period (1955-60).

Increases in employment opportunities did not directly correspond to increases in mobility. Instead, mobility was found to be linked to career cycle stages and conditions of economic distress. Those at the "trial" stage (a point of increasing opportunities) as well as those in a position of economic distress (with decreasing opportunities) were both highly mobile. Career stage changes were, however, of greater significance. The general location of opportunities affected the selectivity of urban and rural migrants with the skills of the migrant generally matching the available opportunities. A regional destination was also linked to the general economic conditions of the areas. A choice of a central city or suburban ring destination, however, was related to existing patterns of residential segregation within cities, tending toward an increased similarity between the population characteristics of the area and that of the migrant family.
1970

NTIS PB202555/AS

5-087 An Analysis of International Differences in Noncyclical Unemployment

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Robert J. Flanagan

Grant 91-05-68-70
Project completed fiscal year 1971

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; MODELS; UNITED KINGDOM; SWEDEN

The purpose of this study was to determine why the rate of unemployment associated with price stability was considerably higher in the United States than in some European countries. It developed a conventional Phillips curve model, which summarized the conflict between price stability and full employment, and related it to some underlying structural factors that various public policies could presumably change. The study then estimated Phillips curves for the United States, the United Kingdom, and Sweden, using unpublished as well as published data on wages, profits, cost of living, and aggregate unemployment rates. Several hypotheses on labor policies and seasonal, frictional, and structural unemployment were tested to determine their influence on international differences in unemployment.

The major differences among the Phillips curves were traced to the unemployment variable, which was shown to depend on both the speed of adjustment and the relationship between unemployment and job vacancy rates. If wage drift is an indication of the speed of wage adjustment to a labor market disequilibrium, the study observed, then the apparent absence of substantial drift in the United States implied that a relatively greater mismatching of supply and demand in the labor market was the source of the inferior U.S. Phillips curve. The evidence indicated that the U.S. problem was due to the relatively high rate of separations and labor force entry, with resulting unemployment.

The researcher concluded that his results implied that U.S. economic policies covering factors other than prices and wages had not been adequate; U.S. labor market programs generally had not treated the main source of observed international differences in the Phillips curve—that is, the frictional factors responsible for the high incidence of unemployment and vacancies in the United States at every rate of excess demand; and the scale of U.S. programs may have been too small to affect prolonged unemployment.
1972

NTIS PB194418/AS

5-088 An Economic Analysis of Black Migration

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

A. Bradley Askin

Grant 91-23-69-02
Project completed fiscal year 1971

Descriptors: BLACKS; MIGRATION; INCENTIVES; ECONOMIC AND SOCIAL CONDITIONS; MODELS

This study sought to determine the patterns, causes, and consequences of black migration. The researcher developed a model in which net area migration rates were expressed as a function of economic incentives (measured by median income, unemployment rate, and average benefits for recipients of Aid to Families with Dependent Children), sociological amenities (such as the area's population, degree of urbanization, and mean January temperature), and discrimination (measured as the nonwhite percent of the population and South or non-South location). Using data for 500 economic areas from the 1960 census, he found that these factors "explained" only 18 percent of the variation in nonwhite net migration rates between 1955 and 1960—about half the "explained" variation in total net migration.

Another model, using seven equations, was constructed to examine the effects of migration on income, holding constant such other income determinants as age, education, urban-rural residence, and labor force participation. This model was applied to data from the 1/1,000 sample of the 1960 Census of Population.
1972

NTIS PB193791/AS

5-089 Manpower Implications of Alternate Patterns of Demand for Goods and Services

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Roger Hugh Bezdek

Grant 91-15-70-47
Project completed fiscal year 1971

Descriptors: INPUT-OUTPUT MODELS; ECONOMIC AND SOCIAL CONDITIONS; ECONOMIC POLICY; SOCIAL POLICIES; EMPLOYMENT AND TRAINING POLICY

In this study, the researcher developed a general economic model of the industrial and occupational employment requirements likely to be generated by different distributions of the gross national product reflecting alternate national goals and priorities. Components of this model were: an activity-industry matrix which transformed expenditures in 55 economic activities into direct output requirements from 86 industries; an 84-by-84 interindustry-employment matrix which translated output requirements into direct and indirect industrial employment demands; and a 66-by-185 industry-occupation matrix which translated interindustry-employment demands into employment requirements. Using 1960 data, the gross national product for that year was redistributed according to four different expenditure patterns reflecting different national priorities and the employment effects of the redistributions were estimated.

The researcher asserted that his work expanded on the pioneering work on goals analysis of the National Planning Association (see contract 81-08-20) by providing a framework for investigating the employment implications of an almost unlimited number of alternative resource allocation patterns. Unlike the NPA work, his study did not project future employment requirements.

Though the author considered his model to be in a preliminary stage, he advanced several conclusions concerning possible shifts in national expenditures and employment. He also found a pressing need for the Federal Government to standardize its methods of collecting and classifying output and employment data.

1972

NTIS PB200088/AS

5-090 LAW AND THE DEVELOPMENT OF CITIZENSHIP

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

John L. Akula

Grants 91-25-71-08 and 91-25-72-18
Project completed fiscal year 1974

Descriptors: LAWS, LEGISLATION; BLACKS; STATUS; ECONOMIC STATUS; SOCIAL STRUCTURE

This thesis considered three interrelated issues in sociological theory: (1) The role of law in modern Western societies; (2) the place of citizenship in the stratification systems of these societies; and (3) the status of blacks in America.

The author used an historical trend analysis on all three issues and statistical analysis of all the States in the union on the legal rights of blacks, their economic status, and the political conflict over race.

The author's basic argument concerning the status of blacks in America was that racial stratification in America involved, primarily, the exclusion of blacks from the dominant cultural pattern of the societal community (i.e., the denial to blacks of full citizenship). However, the long term historical trend in this case seemed to be toward inclusion in the dominant pattern of pluralism and full citizenship. Law provided, more clearly than other facets of social structure, a comprehensive and accurate description of prevailing institutional patterns, he concluded. Social equality, insofar as it had come to prevail in these societies, was embodied most clearly in the legal rights of citizenship.

August 1973

NTIS PB231389/AS

5-091 SOCIOLOGICAL ASPECTS OF DEBT ENTANGLEMENT

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Eric W. Single

Grant 91-36-71-23
Project completed fiscal year 1974

Descriptors: STATUS; CONSUMPTION; DEBTOR/CREDITOR RELATIONSHIP; GARNISHMENT OF WAGES

This study concerned the role of the debtor and more specifically the sociological implications of consumer credit and the consequences of breakdowns in the credit system.

The dissertation utilized several studies as data sources: (1) Caplovitz's debtor study based on interviews with defaulting debtors sampled from court records; (2) Caplovitz's study on the cost of wage garnishment to employers in manufacturing industries; and (3) the National Opinion Research Corporation's "happiness study."

Debt problems most often afflicted those of low income, low occupational prestige, and those on lower ethnic scale rungs (blacks and Puerto Ricans). Contrary to the stereotype which places the blame for credit breakdowns on the debtor's moral character, most debtors ended in default due to events which undermined their income flow, such as illness or unemployment. It was also found that: (1) In many cases the debtors defaulted because of creditor failure to fulfill the contract; (2) that 6.2 workers per 1,000 in manufacturing lost or quit their jobs each year because of debt problems; and (3) that the great majority of employers supported the creditor remedy of garnishment presumably because they saw the interests of creditors as linked to their own interests. However, the higher the cost of garnishment to an employer, the less likely he was to support it. Finally it was found that the frequency of garnishment increased steadily with the size of the community.

It was recommended that debt insurance be expanded to compensate for the vicissitudes of unemployment or illness and be expanded to permit restitution to creditors without resort to the often self-defeating tactics of harassment and garnishment.

August 1973

NTIS PB224961/AS

5-092 A STRUCTURAL ANALYSIS OF THE KNIGHTS OF LABOR: A PROLEGOMENON TO THE HISTORY OF THE PRODUCING CLASSES

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Jonathan E. Garlock

Grants 91-36-71-45 and 91-36-73-12
Project completed fiscal year 1974

Descriptors: KNIGHTS OF LABOR; DATA SOURCES AND USE; LABOR MOVEMENT; ORGANIZATIONAL STRUCTURE

This study analyzed the history of the Order of the Knights of Labor in terms of its basic structural unit, the Local Assembly.

Preliminary to such analysis a computer data bank was created with respect to the Knight's Assemblies. Data were coded with respect to each local's assigned number, its geographic location, the population of place of location, its dates of existence, membership by year, and each member's occupation, race, sex, and ethnic origin. Analysis of these data was conducted in terms of three variables: Distribution of Local Assemblies and membership geographically, occupationally, and by size of place of location.

The basic conclusions of the study were that the Knights of Labor was more important than had been thought, and at a much earlier date; and that it lasted considerably longer and had a great deal more influence on the labor movement than had been assumed.

The data bank created for the study is accessible to other researchers in the field.
1974

NTIS PB236436/AS

5-093 An Economic Analysis of Black Nashville with Special Reference to Black Business Development and the Impact of Urban Renewal and I-40 on Black Proprietors and Their Employees

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

G. Bruce Hartmann

Grant 91-36-72-31
Project completed fiscal year 1975

Descriptors: URBAN RENEWAL; MOBILITY ASSISTANCE; BLACKS; LAYOFFS; HIGHWAY CONSTRUCTION; MINORITY BUSINESS ENTERPRISE; PLANT SHUTDOWN; TENNESSEE, NASHVILLE

This study provided a data base on the economic development of the black community of Nashville, with emphasis on black commercial businesses. Special attention was given to two major government-sponsored programs which disrupted black businesses—the construction of interstate highway I-40 and urban renewal projects.

The nine identifiable neighborhoods of the black community in Nashville were used as the basic organizing units of the paper. In each unit, information was gathered on neighborhood action groups, political groups, and business. Black Nashville was analyzed as a whole, but with all statistical tables broken down into the nine areas. Three of the nine were analyzed in more detail than the others because of the special impact of an interstate highway on a minority business community, of urban renewal on a black community, and a limited access highway on a suburban area. The basic data sources for this report were the U.S. Bureau of the Census and the Metropolitan Planning Commission of Nashville.

The study showed that Nashville's black community was heterogeneous. Blacks owned few businesses in their own community. The total commercial structure was declining rapidly; the black commercial structure was doing likewise. The few areas with clear commercial business growth were already controlled by whites. In one area, white competition had been removed, thus making this area a good location for new black businesses.
July 1974

NTIS PB236217/AS

5-094 Science and Technology in the Corporate Search for Order: American Engineers and Social Reform 1900-1929

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

David F. Noble

Grant 91-36-72-39
Project completed fiscal year 1975

Descriptors: ENGINEERS; INDUSTRIAL MANAGEMENT; TECHNICAL TRAINING; TECHNOLOGY AND TECHNOLOGICAL CHANGE

Beginning in the 20th century, a distinction between "technology," viewed as an autonomous force, and "society" has evolved. This study attempted to reintegrate the concept of technology with the social, historical, and thus human activities from which it was abstracted by examining the perceptions and experiences of American engineers.

In order to illuminate the particular social relations within which these agents of technology had pursued their calling, the study traced the closely interwoven developments of the three primary products of the 19th century wedding of science to the useful arts—science-based industry, modern technical education, and the variegated engineering profession. It demonstrated that the large corporations that had come to dominate the science-based industries by the turn of the century were managing the process of technology upon which both they and the engineering profession were grounded.

The result was a new perception of technology as a far-ranging social enterprise engaged in social production. Corporate-minded engineers in the industries, the professional societies, and the technical schools sought to bring the previously haphazard technology development process under corporate and professional control by embarking upon a sweeping program of social reform. These reforms included scientific and industrial standardization, the organization of industrial and university research, patent system reform, and the transformation of technical, grade school, and higher education. Furthermore, the steady flow of engineers into corporate management positions compelled engineers in general to deal with humans as well as materials in their "technical" work. Engineering formally expanded to include "scientific management" and the social sciences in general.

This historical study suggested that the possibilities and general thrust of "technology transfer"—the application of those techniques that sent a man to the moon to the social problems on planet earth—were not new. Engineers had been continuously engaged in deliberate social engineering under corporate aegis for half a century.
May 1974

NTIS PB236375/AS

5-095 Sectoral Trends in Employment and Shifts in the Phillips Curve

UNIVERSITY OF FLORIDA
GAINESVILLE, FLA.

Thomas R. Dalton

Grant 91-12-73-10
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; EMPLOYMENT PATTERNS; ECONOMIC INDICATORS; LABOR MARKET INFORMATION

This study developed and tested a "segmented markets" Phillips curve model which was based on the demand-oriented industrial distinctions noted by Victor Fuchs and was related to recent models emphasizing both excess demand and price expectational influences.

The information provided by Fuchs' research and a labor force participation analysis included in the paper served as a basis for the hypothesis that sectoral Phillips curves possess different values for the intercept and coefficients, resulting from differences in the output and labor markets of the sectors. Further, with the assumptions that no aggregation problems (such as dispersion of unemployment effects) are present, the two sector curves were combined to form an aggregate Phillips tradeoff.

Tests of the model showed that sectoral Phillips curves existed, but that the assumptions underlying the aggregation process limited the interpretation of the aggregate function. However, trends in employment were shown to have pivoted the aggregate curve in the wage-change unemployment rate plane, such that a curve using 1970 employment weights was more steeply sloped than the curve using either 1950 or 1960 weights.
August 1973

NTIS PB223164/AS

5-096 An Analysis of Social Criteria and Triggering Mechanisms for Extending Unemployment Benefits

WEBER STATE COLLEGE
OGDEN, UTAH

James D. Van Erden

Grant 91-49-73-25
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT BENEFIT EXHAUSTEES; ECONOMIC INDICATORS; UNEMPLOYMENT INSURANCE; TRIGGER MECHANISMS

This dissertation attempted to establish and develop suitable criteria for evaluating the performance of trigger mechanisms for determining extended unemployment benefit periods.

A review was made of the current law and a brief summary of the legislation history was prepared. A quantitative model using concepts from the Theory of Markov Chains was set up which met established criteria. This model was then fully developed and discussed with respect to variations in the economy and their impact on the model.

The model was designed so that it could itself be used as a trigger as well as in evaluating other trigger mechanisms.
March 1974

NTIS PB230696/AS

5-097 An Econometric Analysis of the Unemployment Insurance System in a Local Urban Labor Market

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Stephen T. Marston

Grant 91-26-74-03
Project completed fiscal year 1975

Descriptors: UNEMPLOYMENT INSURANCE; ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT BENEFIT EXHAUSTEES; MICHIGAN, DETROIT

This study derived a model of the unemployment insurance (UI) system and its relationship to the labor market, estimated it with data from the Detroit Standard Metropolitan Statistical Area, and evaluated its potential use to forecast UI benefit amounts, insured unemployment, and UI exhaustions. It further used the model to analyze policy issues relating to UI and to simulate alternative UI systems that could be created by revising the provisions of the existing UI system.

A "labor turnover" view of the labor market was shown to be successful in explaining insured unemployment and UI benefit exhaustions and the process of job acquisition as a function of the duration of unemployment.

The researcher found that, in a tight labor market, the chances of a worker's finding a job diminished rapidly as the duration of unemployment increased, largely because of the heterogeneity of the labor force and human capital depreciation during long unemployment.
September 1974

NTIS PB241335/AS

5-098 The Impact of U.S. Tax Laws on the Labor Supply of Married Women

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Harvey S. Rosen

Grant 91-25-74-06
Project completed fiscal year 1976

Descriptors: WOMEN; INCOME TAX; EARNINGS; LABOR SUPPLY; WAGE EARNERS; WORK SCHEDULES; ECONOMIC ANALYSIS AND ECONOMETRICS; NATIONAL LONGITUDINAL SURVEYS

The economic and demographic determinants of the labor force behavior of married women have been studied intensively, but not much attention has been focused on possible tax effects. Using cross section data on white married women for the year 1967 from the National Longitudinal Surveys, a testable model of labor supply was developed to permit estimation of a "coefficient of tax perception." Unlike previous models of labor supply, it allowed for the possibility that the wage may depend upon the number of hours worked, rather than depending primarily on such characteristics as education and age. Contrary to most of the literature, the results strongly suggested that marginal tax rates did have an important impact on wives' labor force behavior.
May 1974

NTIS PB276247/AS

5-099 Unemployment Insurance, Job Search, and the Duration of Unemployment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Stephen Moore Hills

Grant 91-55-74-11
Project completed fiscal year 1976

Descriptors: UNEMPLOYMENT INSURANCE; JOB SEARCH; DURATION OF UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS

Two hypotheses advanced by this study were: (1) A measure of the amount and/or potential duration of unemployment insurance (UI) an individual is eligible to receive should be related positively to the actual duration of unemployment experienced over a given period of time; and (2) the same two measures should be related positively to the change in the stream of earnings in periods before and after receipt of UI.

Tests of the hypotheses, in linear models, used two sets of national longitudinal data: the Michigan Panel Study of Income Dynamics for male heads of households in 1969-71 and the National Longitudinal Survey for young men in 1966-68. From these, selection of those with some unemployment during the 3-year period yielded a total of about 2,100, of whom about 300 received unemployment insurance benefits.

Technical problems convinced the researcher that a special sample was needed for an adequate test of the hypotheses. He described the nature of that sample.
1974

NTIS PB276341/AS

5-100 Wage Differentials Between Federal Government and Private Sector Workers

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Sharon P. Smith

Grant 91-34-74-12
Project completed fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; EARNINGS; PRIVATE INDUSTRY; FEDERAL GOVERNMENT

This study examined the differentials in earnings and wage rates between Federal employees and private workers in 1960

and 1970 and assessed the effects of the Government's adoption of a comparability pay policy for civil service workers in the early 1960's. Federal blue-collar workers have long been paid on the comparability principle.

Using data from the 1960 and 1970 census public use samples for Delaware, Maryland, Virginia, and the District of Columbia, two types of equations were used to estimate the differentials. One included personal characteristics and urban residence as explanatory variables; the other added occupational variables based on the census major occupational groups. The equations were adapted from studies of pay discrimination which attribute that portion of pay differentials not accounted for by the explanatory variables to discrimination; in this case, the interpretation would be that private workers would be discriminated against if paid less than their Federal counterparts with the same personal characteristics, occupation, etc. Each equation was calculated using both annual earnings (to include such nonpecuniary benefits as the stability of employment) and wage rates (estimated from annual earnings, weeks worked during the preceding year, and hours worked during the census reference week).

The analysis found that Federal earnings and wage rates exceeded those in private industry in both years; that is, before as well as after the pay comparability principle was broadened to include civil service employees. This was true not only for all workers, but for all nonprofessional workers and for those in each race-sex group. In the researcher's opinion, this evaluation—independent of the annual surveys conducted by the Department of Labor to determine private pay levels for professional, administrative, technical, and clerical positions similar to those in Government—cast doubt on the comparability doctrine.

August 1974

NTIS PB267101/AS

5-101 An Analysis of Interregional Migration for Manpower Planning

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Morris M. Kleiner

Grant 91-17-74-13
Project completed fiscal year 1975

Descriptors: MIGRATION; OCCUPATIONAL MOBILITY; BLACK/WHITE; MALE/FEMALE; ECONOMIC FORECASTING

This study had two primary objectives: First, to implement a method for forecasting inmigration and outmigration by age and color for States and, second, to develop an analysis of migration by occupation and age for States. Models of forecasting and migration were developed for use in identifying the labor force elements involved and analyzing the implications that migration had for regional and State economies.

The results tended to support the validity of a socioeconomic model as an explanation for and predictor of migration. Migration has had the effect of redistributing population over space and could be characterized as the decision to leave one's residence and choose a destination that has a healthier economy.

August 1974

NTIS PB267080/AS

5-102 Workingmen's Democracy: The Knights of Labor in Local Politics, 1886-1896

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Leon R. Fink

Grant 91-36-74-40
Project completed fiscal year 1977

Descriptors: POLITICAL ACTION INSTITUTIONS; RACE; SOCIAL STRUCTURE; SOCIAL CHANGE; KNIGHTS OF LABOR

This study examined the political impact of industrial unrest that swept across the United States in 1885-86 and found organizational expression in the Knights of Labor. It used case studies of the Knights' political efforts in five heterogeneous communities to illuminate the nature of social conflict in this period, the composition and ideologies of the combatants, and the response of the two-party system to political insurgency.

The five communities selected reflected the major themes and manifestations of working-class protest in the period. The studies of Rochester, N.Y., and Rutland, Vt., focused on the effects of social polarization on traditional New England town "democracy" and political organization. The consideration of Richmond, Va., treated the race question as the key issue dividing skilled and unskilled southern workers. Events in Kansas City, Kans., during the Great Southwest Strike reflected the class tensions transforming urban politics in the years preceding the successes of the agrarian-based Populist movement. Finally, Milwaukee's exceptional third-party tradition was traced back to the interaction of skilled German craft workers and semiskilled Polish factory workers during the 8-hour campaign of 1886.

Material from newspapers and archival sources was combined with quantitative evidence to reconstruct this social history of independent labor politics.

1977

NTIS PB276135/AS

5-103 The General Equilibrium Effects of Governmental Expenditures on the Family Distribution of Income

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James Lawrence Medoff

Grant 91-25-74-41
Project completed fiscal year 1976

Descriptors: EMPLOYMENT; INCOME; INCOME DISTRIBUTION; FEDERAL FUNDING; GOVERNMENT PROGRAM IMPACT; FAMILIES; LABOR DEMAND

This dissertation presented a model of the U.S. economy designed to analyze the effects on the distribution of family income of different Government expenditure patterns. The problem of determining the income distribution when families can have more than one worker was solved in two steps: (1) The labor demands of Government and firms were cross-classified by occupation and sex; and (2) workers were grouped into family units according to these characteristics such that the groups were "close" to the original but satisfied the economy's labor requirements and some demographic constraints. The model included 43 industries, 10 government activities, 68 occupations for each sex, and 3,031 family types classified by data specified in the model. Data were drawn from myriad sources, including the Bureau of Economic Analysis and the Bureau of the Census, the Department of Labor, the Social Security Administration, and the Internal Revenue Service.

The model was used to analyze Government expenditure policies under different assumptions. The functions considered were military, elementary and secondary education, higher education, highways, and health and hospitals.

Assuming that each expenditure was offset by higher income tax collections, total employment increased, and the larger the employment increase (under the different expenditures), the larger the reduction in the inequality of family income. But when total employment was held constant by assuming taxes increased more than expenditures, each expenditure program had virtually the same minimal effect on the distribution of family income. For, though the implications of Government expenditures varied among occupations and industries, their

effects tended to cancel out statistically when families were grouped by income.
May 1975

NTIS PB274344/AS

5-104 A Modest Magna Charta: The Rise and Growth of Wage and Hour Standard Laws: 1900-1973—A Social Indicators Approach

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Ronnie Steinberg Ratner

Grant 91-36-74-42
Project completed fiscal year 1977

Descriptors: LAWS, LEGISLATION; WAGE AND HOUR LAWS; STATE AND LOCAL GOVERNMENTS; WOMEN; SOCIAL CHANGE

This research investigated aspects of American protective labor legislation for women at the State level. The two major questions addressed were: (1) What are the patterns in the emergence and growth of these laws over time? (2) How do trends in these laws relate to broader economic, social, and political changes in the United States?

A set of State-by-State indexes depicting changes in protective labor legislation were derived from relevant statutes. Using the definition of State labor laws for women advanced by the Women's Bureau in the 1969 *Handbook of Women Workers*, the researcher distinguished 12 specific sets of laws that might apply to any State. Special attention was given to laws regulating wages and hours.

The sample consisted of: (1) The six States with the largest average population since 1930 and (2) half of the remaining States, drawn by means of systematic sampling.

Major findings of the study showed: (1) There was no consistent State ranking on the time of adoption across Wage and Hour laws. (2) The process of legislative growth, as indicated by State adoption and distribution of employee coverage, followed a cycle around an upward secular trend. Furthermore, especially for pre-1930 laws, a wide discrepancy occurred between the proportion of States that adopted a law and the proportion of employees covered. (3) Additional discrepancies existed between coverage across laws, as a function of two attributes: the extent to which employer discretion was curtailed by the law and the presence of corresponding Federal legislation. Thus, laws which had no Federal counterpart and which constrained employer discretion in the organization or production had very narrow coverage.

The legal basis of coverage was profoundly transformed over the twentieth century. Starting as stopgap legislation under extraordinary conditions, these laws became an ordinary right accorded to most employees in industrial society. Wage and hour laws have been modified after crises—especially after economic slumps which weaken workers' bargaining position. However, action on such legislation was also crucially linked to organized group interest in achieving social rights embodied in the law.
October 1977

NTIS PB273926/AS

5-105 Crime, Punishment, and the Mode of Production: An Exploratory Foray

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Norman Bowers

Grant 91-29-75-10
Project completed fiscal year 1976

Descriptors: LABOR MARKET; LABOR MARKET BEHAVIOR; CORRECTIONS; ECONOMIC ANALYSIS AND ECONOMETRICS; ECONOMIC AND SOCIAL CONDITIONS; SOCIAL STRUCTURE

After a lengthy critique of the neoclassical economic theory of crime and punishment, this study proposed that neither crime nor punishment may be explained in abstraction from the concrete social class relations and dominant mode of production of the historical period under investigation. An historical analysis of crime, punishment, and stages of capital accumulation was developed along these lines.

Two hypotheses were statistically tested. One dealt with repression in advanced capitalism. The second indicated how the necessity to engage in criminal activity was rooted in the social organization of production.
December 1975

NTIS PB287297/AS

5-106 Empirical Study of the Female Insured Unemployed

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Phyllis D. Alirogge

Grant 91-29-75-13
Project completed fiscal year 1976

Descriptors: DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; INCENTIVES; MALE/FEMALE; JOB SEARCH; UNEMPLOYMENT INSURANCE; MISSOURI, ST. LOUIS

This study examined the labor market experience of a group of women who had applied for unemployment insurance (UI) benefits to determine what economic factors influenced their job search behavior and duration of unemployment and how their behavior paralleled or differed from a similar group of male unemployment insurance recipients.

A model to test the disincentive effects of unemployment compensation based on the work-leisure choice model of labor supply theory was developed. The data base used in the model consisted of information that chronicled the unemployment experience of some 3,000 unemployed workers in the St. Louis Standard Metropolitan Statistical Area from 1971 to 1973.

When the model was tested empirically, it showed that theories based on the labor supply disincentive effects of unemployment compensation did, in fact, have some value in explaining the unemployment experience of white female insured workers, particularly those who were heads of households, but the data did not show any evidence of disincentive effects for black women. Disincentive effects for black men were found to be comparable with those of white women. However, the values of the coefficients showing disincentive effects indicated that, in all cases, the response of length of unemployment to the relative value of UI benefits was highly inelastic.
December 1975

NTIS PB276300/AS

5-107 Working Men in San Francisco, 1880-1901

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Jules E. Tygiel

Grant 91-06-75-24
Project completed fiscal year 1977

Descriptors: CARPENTERS; LABORERS; TEAMSTERS; LABOR MOVEMENT; SOCIAL STRUCTURE; ECONOMIC DEVELOPMENT; CALIFORNIA, SAN FRANCISCO

The sources of unity and disunity among the workingmen of San Francisco were traced by exploring developments in the homes and workplaces of three groups of wage earners—car-

penters, teamsters, and day laborers of San Francisco between 1880 and 1901.

Two major types of source materials were used. The first included San Francisco daily newspapers and local labor journals which provided information on changing patterns of work and union organization. The second consisted of samples of each group of workers drawn from the census schedules of 1880 and 1900. Data drawn from these sources were coded and analyzed by computer. In this way information pertaining to residential patterns and family formation among the three groups of workers was gathered.

After 1880, changes produced by industrialization sometimes merged and sometimes fragmented the interests of the workingmen. Skill dilution and declining social mobility brought the workers together, while the increased ability of the skilled workers to form families, move to the suburbs, and buy homes distinguished them from the teamsters and laborers. These developments had a dual effect. On the one hand they provided a fertile breeding ground for collective activities among blue-collar wage earners. Contradictory trends, however, had also encouraged the growth of a labor aristocracy that saw its interests as distinct from those of other workingmen. In the 20th century, San Francisco was to have a powerful, yet divided labor movement.

1977

NTIS PB274488/AS

5-108 Social and Economic Determinants of Marital Separation

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Andrew James Cherlin

Grant 91-06-76-01
Project completed fiscal year 1977

Descriptors: MARITAL STABILITY; FAMILIES; MOTHERS; NATIONAL LONGITUDINAL SURVEYS; WOMEN

The social and economic determinants of separation and divorce were studied, using a national sample of 5,000 women aged 30 to 44 in 1967, who were interviewed annually from 1967 to 1971. The sample was drawn from the National Longitudinal Surveys. A subsample of about 3,500 nonfarm women who were living with their husbands in 1967 was extracted from the data. The characteristics of the women who remained married until 1971 were compared statistically, using ordinary least squares regression, with the characteristics of the women who separated or divorced. The term "separation" was used to refer to both permanent separation and legal divorce.

The findings of this research were: (1) The stability and security of the husband's income and employment were as important in separation as the level of the husband's income; (2) the greater the actual or potential income of the wife compared with her husband's income, the more likely was separation; and (3) separations were twice as likely for black women as for white women, and this finding appeared to be a result of social and economic factors, as opposed to cultural reasons.

1976

NTIS PB274296/AS

5-109 Sources of Occupational Prestige: A Study of Public Opinion

STANFORD UNIVERSITY
STANFORD, CALIF.

Andrew Kolstad

Grant 91-06-76-12
Project completed fiscal year 1977

Descriptors: OCCUPATIONAL STATUS; ATTITUDES; OPINION SURVEYS

This research investigated the prestige of occupations by (1) determining which attributes of work roles, in addition to earnings, influence public opinion ratings of various occupations and (2) determining how the magnitude of public opinion varies by socioeconomic and other social factors.

A multivariate linear model explored the influence of occupational characteristics on prestige ratings. Research data were drawn from the 1964 National Opinion Research Center data, the 1960 census, and employment service data on the attributes and working conditions of occupations.

The results indicated that yearly income, educational attainment, and the amount of work experience required for an occupation had a large positive effect on prestige ratings. It was also found that the greater a person's earnings capacity, the more influential were income, educational requirements, and training time requirements on the kind of prestige rating an occupation received.

June 1977

NTIS PB273705/AS

5-110 Differences in Alienation Between General Social Survey Respondents and Severely Impaired Workers' Compensation Survey Respondents Based on Structural and Health Status Characteristics

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

James C. Romeis

Grant 91-36-76-13
Project completed fiscal year 1977

Descriptors: HANDICAPPED; ADJUSTMENT; ALIENATION; HEALTH; EMPLOYMENT

This study was designed to test whether severely impaired recipients of workers' compensation were more alienated from society than a comparable group of unimpaired individuals. The research attempted to determine whether health status perceptions of unimpaired individuals were significant determinants of alienation.

The unimpaired sample was drawn from the 1973-74 General Social Surveys. The Survey of Workers' Compensation Recipients from New York, Florida, Wisconsin, and Washington provided the data on a severely impaired sample. Multiple regression techniques were employed for the analysis.

Health status became devalued as alienation increased for unimpaired workers. This was also true for impaired workers, although to a lesser degree.

1977

NTIS PB274272/AS

5-111 A Follow-Up Study of Permanent Disability Under Wisconsin Workers' Compensation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Richard E. Ginnold

Grant 91-55-76-14
Project completed fiscal year 1978

Descriptors: HANDICAPPED; EFFECTIVENESS OF PROGRAMS; REHABILITATION; WORKERS' COMPENSATION LAWS

This study explored the economic effect of permanent disabilities on 549 Wisconsin workers injured on the job in 1968.

It measured postinjury earnings losses and compared them with workers' compensation received. The researcher obtained data on family and personal incomes for 1966-73 from Wisconsin income tax records and personal data and injury information from workers' compensation records. In addition, telephone interviews with 228 workers with more than 10 percent permanent disabilities supplied information on reemployment, postinjury unemployment, education, claims-handling practices, and social security and welfare payments received.

Some principal findings were: Family incomes and personal earnings of the workers studied rose much more slowly during the study period than did those of the general population. The men's wage and salary losses varied widely, whereas the women experienced a severe drop in earnings and employment after their injury. Permanent disability compensation replaced less than a third of expected lifetime earnings losses. One-quarter to one-third of all respondents interviewed were unhappy with the handling of their claims by workers' compensation staff, their employer, and the insurer. Less than a third had contact with the Division of Vocational Rehabilitation and a still smaller share received its services.

Additional findings were: Permanent earnings losses (measured for 1972-73) varied directly with the severity and location of the injury. Age, length of healing period, and extent of litigation were also positively related to 1972-73 earnings losses, but educational level was negatively related to them. Telephone interview responses indicated that workers with back injuries had much more severe reemployment problems than did those with amputations. Over 90 percent of the severely injured workers interviewed returned to work—70 percent for the same employer—but over one-third left within a year because of their injuries.

September 1976

NTIS PB273784/AS

5-112 Employment Hazards: An Investigation of Market Performance

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Kip W. Viscusi

Grant 91-25-76-16
Project completed fiscal year 1977

Descriptors: OCCUPATIONAL CHOICE; WORKERS' COMPENSATION LAWS; NATIONAL LONGITUDINAL SURVEYS; INFORMATION SYSTEMS; OCCUPATIONAL SAFETY AND HEALTH; KENTUCKY, LOUISVILLE

This study analyzed the relationship between health and risk factors and individual job choice. The role of government action, in the form of job information dissemination, the 1970 Occupational Safety and Health Act, and workers' compensation laws, was investigated for its effect on individual job choice and employer motivation to insure optimum safety. The study identified what age groups and worker characteristics were most likely to be found in hazardous occupations. Regression analysis was performed on the intrafirm data from firms in the Louisville, Ky., area and the National Longitudinal Surveys.

Using a health state model of individual choice, it was found that the annual earnings premium for hazardous jobs averaged $400 in 1969 for the sample of 496 blue-collar workers that was considered. Other nonpecuniary job characteristics were rewarded similarly. An examination of the industry injury rate for 1,932 older workers indicated that the job risk selected by a worker was negatively related to his assets.

Contrary to conventional economic assumptions, workers were unlikely to be perfectly informed of the job risks they faced. Individuals could, however, update their probability assessments using information acquired on the job. As predicted, observations of job characteristics and injury experiences were important determinants of workers' job risk assessments. The role of personal characteristics was also investigated, with the most important result indicating there was no evidence of racial discrimination in terms of the riskiness of workers' jobs.

August 1976

NTIS PB273714/AS

5-113 Poverty Flows in the Female-Headed Household

UNIVERSITY OF UTAH
SALT LAKE CITY, UTAH

Susan Hegsted

Grant 91-49-76-26
Project still in progress

Descriptors: POVERTY; WOMEN; NATIONAL LONGITUDINAL SURVEYS; HOUSEHOLDS; BLACK/WHITE

This research examines the flows of female-headed households into and out of poverty. Economic, social, and psychological forces that cause fluctuations in the flows are being identified, along with analysis of labor market conditions, in an attempt to identify conditions under which there are significant increases or reductions in the direction and magnitude of the flows. Comparisons are being made on black and white poverty households to try to understand why black female-headed households are more likely to be under the poverty level than their white counterparts. The National Longitudinal Survey is supplying the needed data to explore these flows of poverty.

5-114 The Internal Allocation of Labor in a Federal Agency

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Charles S. Rodgers

Grant 91-25-76-37
Project completed fiscal year 1978

Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; FEDERAL GOVERNMENT; LABOR MOBILITY; MASSACHUSETTS, BOSTON

This study investigated the allocation of labor within a Federal civil service agency. It provides a concise history and description of the Federal personnel system (general schedule) and briefly considers selection procedures. The author analyzes the formal rules and regulations governing the internal allocation of employees and concentrates on competitive and noncompetitive promotions. The data sources were: (1) A series of interviews with supervisory personnel and union representatives and (2) a questionnaire on employee characteristics and previous and current work experiences, administered to a sample of 360 employees.

The findings suggest that much of the upward movement of employees through the Federal grade structure took place independently of performance or productivity. Employees' career patterns seemed to depend upon tenure plus the organization of the positions and the length of mobility clusters. The various components of the Federal agency studied varied substantially in the organization of positions and allocative practices.

September 1977

NTIS PB287483/AS

5-115 The Economics of Job Search: A Study of Two Local Massachusetts Labor Markets

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

James S. Henry

Grant 91-25-76-41
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; LAYOFFS; GOVERNMENT PROGRAM IMPACT; JOB SEARCH

This study is analyzing the impact of unemployment insurance on: (1) Job search by young workers, and (2) temporary layoffs by firms. The empirical data and conclusions derived from the research are being used as a basis for discussing current search models of unemployment and as the foundation for an alternative model of how workers find jobs and jobs find workers.

The data for the study, gathered in two local Massachusetts labor markets from unemployment insurance office records and employer tax reports, are being subjected to regression analysis.

5-116 From Generation to Generation: The Transmission of Occupation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Kenneth I. Spenner

Grant 91-55-76-45
Project completed fiscal year 1977

Descriptors: CAREER PATTERNS; OCCUPATIONAL CHOICE; CAREER ASPIRATIONS; MOTHERS; FATHERS; YOUTH

This study investigated the transmission of components of occupational roles from parents to offspring. The units of transmission identified were occupation-specific indicators of role requirements, routines (content of work), and rewards. Weighted estimates for 1960 and 1970 census occupations were used to examine the structure and dimensions of transmission. (The study considered multiple data sets, national and local samples, and longitudinal and cross-sectional designs and made preliminary investigations of race, sex, and birth cohort differences.)

For men, under orthogonal estimation constraints (canonical correlation analysis and structural equation models), transmission occurred along two dimensions—a primary, general dimension encompassing role requirements, routines, and rewards and a secondary "complexity of work" dimension, composed largely of role routines. The researcher found significant variations in this general pattern by sex and birth cohort and for farm and nonfarm sectors of the labor force. The attempt to provide nonorthogonal specifications was unsuccessful. A social-psychological model was presented under orthogonal constraints.

1977

NTIS PB274323/AS

5-117 Wage-Price Expectations and Cyclical Strike Behavior

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Bruce E. Kaufman

Grant 91-55-76-56
Project still in progress

Descriptors: COLLECTIVE BARGAINING; STRIKES; INFLATION; BUSINESS CYCLE

An investigation of the determinants of cyclical strike activity within the manufacturing and nonmanufacturing sectors of the U.S. economy is the object of this research. Particular attention is being given to the role of inflation as a causal factor in generating fluctuations in strike activity. In the first part of the study, a model is being developed that demonstrates how changes in prices and the associated changes in real wages may cause a systematic cycle of strikes and union wage demands. Given certain plausible assumptions, the model shows that the timing of this wage and strike cycle relative to the overall business cycle will result in a direct conflict between union wage demands and stabilization efforts by the fiscal and monetary authorities.

The study's second part uses both time series and multiple regression techniques to test hypotheses developed from the model. Of particular interest is the role of escalator clauses in reducing the strike activity caused by inflation. Conclusions from the above analysis will, it is hoped, identify several economic or institutional variables amenable to change by public action that might reduce the direct and indirect costs of strike activity.

5-118 Predicting Earnings Losses Due to Disabling Work Injuries: A Study of Permanent Partial Disability in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Bruce Vermeulen

Grant 91-06-76-58
Project still in progress

Descriptors: WORKERS' COMPENSATION LAWS; INCOME MAINTENANCE; HANDICAPPED

This research examines the earnings losses of workers who have permanently reduced earning capacities as a result of work-related injuries and diseases. The study is developing an econometric estimator of earnings losses that State workers' compensation agencies can use in determining compensation benefits to achieve more consistent levels of income replacement for "permanently partially disabled" workers.

Income replacement is a principal objective of workers' compensation programs. Yet formalized schedules for determining permanent disability benefits in most States are primarily medical rather than economic. Compensation benefits tend to be based on explicit judgments about reduced earning capacity, involving cumbersome case-by-case evaluations and extensive litigation.

The study is analyzing newly available data on workers' compensation recipients in order to identify the principal predictors of postinjury earnings losses and to develop an econometric model with which to predict these losses. Such a model may serve to establish formalized benefit criteria for earnings replacement and as an instrument for achieving those standards consistently and efficiently.

5-119 The Impact of Public Employee Unions on City Budgeting and Employee Remuneration: A Case Study of San Francisco

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harry C. Katz

Grant 91-06-77-02
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; COLLECTIVE BARGAINING; UNIONS; WAGES; CALIFORNIA, SAN FRANCISCO

The study is examining the influence of public employee unions on wages, fringe benefits, and the distribution of the city's operating expenses. It is concentrating on such issues as the role and consequences of municipal employee strikes and

the results of the shift away from administered wage-setting formulas to increased reliance on wage and benefit settlements negotiated between city officials and union representatives.

Annual budgets for the past 20 years are being analyzed to assess the impact of changing wage rates on the allocation of expenditures among and within city departments. Regression analyses are being applied in evaluating the impact of wage levels on budget distribution.

Findings are expected to be potentially useful in future policy deliberations regarding public employee unions, their functions in wage setting, and possible legislation dealing with these issues.

5-120 The Social Costs of Unemployment: A Study of Laid-off New York City Municipal Employees

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Martin D. Hanlon

Grant 91-36-77-27
Project still in progress

Descriptors: JOB LOSS; GOVERNMENT WORK; PSYCHOLOGICAL AND PHYSICAL FACTORS; NEW YORK, NEW YORK

The study is attempting to measure the psychological and health "costs" of New York municipal layoffs by means of a sample survey of several hundred laid-off city employees. Three questions will be addressed: (1) How does the level of economic deprivation, perceived and objective, affect mental and physical health following job loss? (2) What "mix" of public and private resources do individuals use in dealing with unemployment? (3) Are individuals with strong social support networks less likely to suffer stress-related illnesses than are more isolated individuals?

Random samples of 100 individuals will be selected from each of four occupational groupings within the population of ex-New York City municipal employees—police, nonprofessional hospital workers, teachers, and middle managers. Questionnaires will be administered and appropriate multivariate procedures, including analysis of variance and factor analysis, will be used.

5-121 The Impact of the Unemployment Insurance Program on Temporary Layoffs

CORNELL UNIVERSITY
ITHACA, N.Y.

Barbara White

Grant 91-36-77-43
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; MODELS; LAYOFFS

A model will be developed to measure the impact of unemployment insurance (UI) programs on workers' responses to temporary layoffs. The process by which firms decide on the occupational structure, duration, and extent of temporary layoffs will be analyzed. The primary focus will be on the impact of individual characteristics on layoff experience and the response of firms to changes in UI programs.

Econometric analysis will be utilized to determine the effect of UI programs and will draw on the Current Population Survey, the Annual Survey of Manufacturers, and the *Handbook of Labor Statistics*.

Results of this study should provide empirical data to assist policymakers in reducing unemployment resulting from temporary layoffs and increase understanding of the factors that contribute to a worker's layoff experience.

5-122 The Social Impact of Industrialization on the Skilled Sector of the Work Force: The Artisans of Philadelphia 1850-1886

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Leonard S. Wallock

Grant 91-36-77-44
Project still in progress

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; SKILLED WORKERS; SOCIOLOGICAL FACTORS

This project is an historical study investigating the social and psychological impact of skill dilution on the artisans in Philadelphia from 1850 to 1886. The major variables considered are changes in the labor process and technology brought about by industrialization and patterns of employment, income, household composition, education, residence, marriage, and political behavior among artisan families by craft, ethnicity, generation, and age.

The methodological approach involves multivariate analysis of computerized census data and research in historical sources. A sample of firms and artisans will be drawn from the shoemaking, printing, furnituremaking, and iron and steel industries.

This research should contribute to an increased understanding of behavior influenced by sociocultural factors, particularly the effect of technology and declining skills on the working-class head of household, family, and community.

5-123 Trade Unions, Wages, Occupational Injuries and Public Policy: An Empirical Analysis

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Craig Olson

Grant 91-55-77-59
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; OCCUPATIONAL SAFETY AND HEALTH

This research will identify the labor market and institutional factors that affect occupational injuries. Of several models used in this study, one will consist of three equations in which union, wages, and occupational injuries are endogenous. It will be used to investigate the determinants of occupational injuries, including the impact of unions on injuries, from a cross section of U.S. industries. A second model will try to improve upon the estimates obtained in the first model of the pay differentials employees receive for hazardous work. A third injury model will incorporate as independent variables the policy measures of the Occupational Safety and Health Act.

5-124 The Intergenerational Transmission of Occupational Statuses in the United States

DUKE UNIVERSITY
DURHAM, N.C.

Richard J. Caston

Grant 91-37-78-19
Project still in progress

Descriptors: OCCUPATIONAL STATUS; OCCUPATIONAL STRUCTURE; EARNINGS; SOCIAL MOBILITY; SOCIAL STRUCTURE; STATUS

This study will examine inequality in American society through a model linking occupational role to information or knowledge, prestige, earnings, and self-direction (as a proxy for a power or political dimension). Two high-quality census data sets will be used to compare the structure of inequality in the early 1970's with that of the early 1960's.

Analyses of the model should illuminate the degree to which the present distribution of statuses or rewards controlled by birth cohort has arisen from the statuses or rewards of family background, indexed through father's occupational position. Informational status will be examined as a determinant of dependent social, economic, and power rewards. The results are also expected to facilitate subsequent studies of racial and sexual inequality.

5-125 AMERICAN EXCEPTIONALISM AND THE STRIKE: A COMPARATIVE STUDY OF LONGRUN TRENDS IN INDUSTRIAL CONFLICT

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Michael Shalev

Grant 91-55-78-20
Project still in progress

Descriptors: UNIONS; UNION IMPACT; INDUSTRIAL RELATIONS

The study will analyze and compare the pattern and longrun evolution of industrial conflict in the United States with the experience of 17 other democratic, highly industrialized societies. Emphasis will be placed on identifying possible downward trends in the "floor" level of conflict. Furthermore, the strike record of six countries (the United States, Britain, Sweden, Germany, France, and Japan) will be examined in detail, using both quantitative and qualitative materials, in order to improve understanding of cross-national differences in the level, forms, and functions of strike activity.

The researcher will test the hypothesis that changes in the political position of the labor movement are the most critical determinants of longrun trends in industrial conflict. This hypothesis will be tested empirically for Japan and all Western industrialized democracies (except Luxembourg and Iceland). In addition, a comparative analysis of the six case study countries will be carried out to determine the conditions under which "political exchange" between trade unions and the State can become a viable alternative to labor and employer strategies based on strike action. The likelihood of any future downward trend in the level of industrial conflict in the United States will also be assessed.

5-126 FEDERAL POLICY CONCERNING WOMEN FROM 1945 TO 1966

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Cynthia E. Harrison

Grant 91-36-78-36
Project still in progress

Descriptors: WOMEN; SEX DISCRIMINATION; EMPLOYMENT POLICY; SOCIAL CHANGE

This study will examine the evolution of Federal policy toward women from 1945 to 1966 to discern the interaction of social change, political factors, and policymaking. The researcher will relate Federal laws enacted during the period that changed policies affecting women to other social and political factors. She hypothesizes that political factors, including the selection of female advisers, combined with social changes, including the entry of married women into the labor force, led to policies that helped to focus women's grievances, generating further social change.

The researcher will use manuscript collections, private papers, government documents, published and unpublished primary sources, and interviews where possible to see how the measures affecting women proposed in each administration arose. This review will include looking at suggestions of cabinet members and their subordinates, recommendations by members of Congress, requests by women's organizations and labor unions, and agenda of party officials. The researcher will consider the policies, implicit or stated, that emerged from these sources and evaluate the political rationale for changes made over the period. In addition, she will review the changing roles of women in employment and education to see how they affected the formulation of policy. Special attention will be devoted to the goals of the Women's Bureau and its efficacy in achieving them.

5-127 THE FEMINIZATION OF CLERICAL WORK: A CASE STUDY OF BOSTON, 1875-1905

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Carole Srole

Grant 91-06-78-50
Project still in progress

Descriptors: EMPLOYMENT PATTERNS; OCCUPATIONAL CHOICE; CLERICAL OCCUPATIONS; MEN; WOMEN

This project will investigate the increasing predominance of women in clerical work from 1875 to 1905 in Boston. It will consider four stages of development—male domination of the occupation, female entry, integration, and male flight and female domination.

The researcher will use high school, census, marriage, and business records to analyze the interactions of supply and demand factors affecting female participation in the labor force, and of cultural and economic factors, including families, schools, and businesses, affecting participation in the clerical labor force.

5-128 ISSUES IN UNEMPLOYMENT INSURANCE FINANCING: CROSS-SUBSIDIES AND INCENTIVES FOR LAYOFFS

PRINCETON UNIVERSITY
PRINCETON, N.J.

L. Denton Marks, Jr.

Grant 91-34-78-52
Project still in progress

Descriptors: UNEMPLOYMENT INSURANCE; LAYOFFS; UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; SUBSIDIES; TURNOVER

This study will analyze the size and sources of interindustry and interfirm subsidies resulting from incomplete experience ratings of a State unemployment insurance program. The researcher will estimate the extent to which an experience rating is incomplete (i.e., employee benefits do not equal employer contributions). Next, he will investigate the effect of the subsidies on labor turnover. One hypothesis to be tested is that incomplete experience ratings reduce the costs of layoffs for some firms and thus increase unemployment. The use of time series data permits estimation of these effects at different stages in the business cycle.

The researcher will use a new data set consisting of observations of firms in the New Jersey unemployment insurance program. Microdata have not previously been available for studying the effects of the method of financing unemployment insurance. The implications of the research are that, if the

present method of financing unemployment insurance is increasing unemployment by subsidizing layoffs, it should be changed so as to discourage layoffs and reduce unemployment.

THE ECONOMIC, SOCIAL, AND POLICY BACKGROUND

INTERNATIONAL LABOR, TRADE, AND INVESTMENT

5-129 INTERRELATIONSHIP BETWEEN THE EDUCATIONAL LEVEL AND OCCUPATIONAL STRUCTURE OF THE LABOR FORCE (AN INTERNATIONAL AND INTER-TEMPORAL COMPARISON)

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Moshe Sicron

Grant 91-40-67-51
Project completed fiscal year 1969

Descriptors: OCCUPATIONAL MOBILITY; EDUCATIONAL ATTAINMENT; OCCUPATIONAL STRUCTURE; INTERNATIONAL COMPARISONS

This study explored the relationship between education and nine major clusters of occupations of employed persons in 45 countries for 1960 and in seven countries (the United States, Canada, Russia, Japan, the United Kingdom, Italy, and Pakistan) over several decades. Education was defined as the highest level of formal, general-purpose schooling a person completed, not including vocational or other training.

Based on the longitudinal data, the researcher found that: (1) Levels of education had increased for employees as a whole and for all occupational groups, except in Pakistan; (2) about one-third of the increase was associated with upward occupational mobility, and two-thirds with rising educational levels within occupational groups; and (3) in all seven countries the proportion of professional and other white-collar workers had risen and the proportions of farmworkers and laborers had fallen.

The 1960 comparisons included the following findings: (1) Educational levels were generally higher in countries having higher levels of income; and (2) educational variations were least for professional and technical groups and greatest for farmworkers and sales persons.

From these findings, the researcher inferred that the supply of people at various levels of education determined the level of education in each occupation to a far greater degree than employers' requirements for educational attainment. Further, the data failed to support the argument that a rising level of education spurred economic growth.

PART I
1970

NTIS PB179746/AS

PART II TABLES FOR COUNTRIES
1970

NTIS PB179747/AS

5-130 DETERMINANTS OF INCOME IN THE MADRAS LABOR MARKET

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

S. Muthuchidambaram

Grant 91-53-68-21
Project completed fiscal year 1969

Descriptors: INCOME DIFFERENTIALS; BLUE-COLLAR WORKERS; MANUFACTURING; MODELS; INDIA; JAPAN; UNITED STATES

This study investigated variables influencing income in the Madras, India, labor market and drew comparisons with Japan and the United States. In 1964, questionnaires were administered to a sample of 501 male, nonsupervisory, blue-collar workers at two medium-size manufacturing firms in Madras. Information obtained concerned income (monthly earnings before deductions), age, years of education, payroll status (permanent or temporary), hours worked per month, total weeks employed and unemployed from 1955 to 1964 (experience), vertical job mobility, geographic mobility, union membership, degree of skill, residence in Madras, institutional or on-the-job training, and caste membership.

The researcher found that the combination of all these factors explained only one-third of the variations in income, but five of the variables were positively and significantly related to income: Education (the sample mean was 7 years), permanent payroll status, experience, institutional training, and skill. Skill was the single most important factor in income determination, and explained 20 percent of all variations. The researcher conjectured that two-thirds of individual income variations must be explained by such factors as ability, effort, motivation, quality of training and education, nonwork experience, and employers' size and control over the market.

The Madras results contrasted sharply with data from a parallel study in Japan, where experience dominated all other variables, and the combination of all factors explained 74 percent of the income variations. In a nearly comparable study of American heads of households, education emerged as the single most powerful income determinant, and, as in Madras, only one-third of the income variations were explained by the variables measured.

The researcher concluded that for blue-collar workers in the manufacturing sector, education was a key variable in determining income directly, and indirectly as it contributed to levels of training and skill. Thus, he considered education a necessary, though not sufficient, condition for the economic growth of India.
1969

NTIS PB179079/AS
Also available from: "Factors Determining Earnings of Selected Blue Collar Workers in India and Japan," IRRA *Proceedings*, Winter 1968, pp. 337-347

5-131 QUALITY CHANGE IN LABOR INPUT AND WAGE DIFFERENTIALS: A STUDY OF JAPANESE MANUFACTURING INDUSTRIES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Toshiaki Tachibanaki

Grant 91-24-72-50
Project completed fiscal year 1974

Descriptors: WAGE DIFFERENTIALS; JAPAN; DATA SOURCES AND USE; PRODUCTIVITY; EARNINGS; MANUFACTURING

This dissertation consisted of four chapters. Chapter 1 was a study of wage differentials and how they are distributed using very disaggregated data. Chapter 2 was a comparative study of wage differentials in the United States and Japan from an economic theory and historical point of view. Chapter 3 discussed quality change in labor input with emphasis on examining "aggregation error." Chapter 4 was a study of the aggregation of labor, emphasizing the order of aggregation in a multilevel constant elasticity substitution (CES) function.

The main data source was the "Wage Structure Survey" published by the Japanese Ministry of Labor. The data covered eight large one-digit industry classes such as mining, construction, and manufacturing, as well as such medium and small classes as food and kindred products, textiles, etc., and were restricted to those working full time.

The study had four major findings. In Japanese manufacturing industries sex, experience, and age were the main determi-

nants of wage differentials. In comparing Japan and the United States, a notable similarity was the importance of sex in explaining wage differentials. Significant dissimilarities were education and experience. In the United States education was more important than experience in explaining wage differentials; these findings were reversed in Japan. The author concluded that when highly aggregated data are used to estimate productivity change the empirical results are likely to be biased. In Japanese manufacturing industries aggregation of labor proceeded by occupation to sex, to education.
October 1973

NTIS PB276277/AS

5-132 Adjustment to Freer Trade: An Analysis of the Adjustment Assistance Provisions of the Trade Expansion Act of 1962

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Malcolm D. Bale

Grant 91-55-73-05
Project completed fiscal year 1974

Descriptors: TRADE EXPANSION ACT; TRADE ADJUSTMENT ASSISTANCE; FOREIGN TRADE AND INVESTMENTS; TRANSPORTATION EQUIPMENT INDUSTRY; CANADA

This study evaluated trade adjustment assistance to domestic firms and workers under the Trade Expansion Act (TEA) of 1962. Under that act, upon a determination of injury by import competition, workers may receive relocation assistance, allowances, retraining, and employment services, and firms may receive loans, tax concessions, technical assistance, etc.

Data were drawn principally from Tariff Commission rulings on applications for TEA assistance, a 1972 survey by the Department of Labor of a sample of 420 workers thought to be eligible for TEA assistance, and case studies of firms that have received TEA assistance.

The survey of workers showed that most did not know about TEA assistance and received none for more than a year after they became eligible for it. Retroactive TEA payments covered 30 weeks, on the average. Meanwhile, they had been unemployed an average of 43 weeks and drew unemployment compensation if their benefits were not exhausted. Two-thirds of the workers received help in finding a job from the U.S. Employment Service, but only 1 in 9 was offered training and 1 in 30 was offered relocation assistance. Those who received such services were reemployed at lower wages than those who did not. The researcher called for earlier identification by the Employment Service of applicants eligible for TEA assistance and for substantial reductions in the time lags entailed in assistance to such workers. (For a subsequent study of these issues by the researcher, see grant 91-30-74-26.)

From the limited evidence on assistance to firms, he concluded that it had helped them adjust to product lines which were less vulnerable to import competition and that it was a cheaper and more effective method of insuring workers' employment than direct assistance to workers.
August 1973

NTIS PB222473/AS

5-133 The Structure of Earnings and Investments in Human Resources: A Comparison Between the United States and Japan

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Haruo Shimada

Grant 91-55-73-14
Project completed fiscal year 1974

Descriptors: EARNINGS; INDUSTRIAL STRUCTURE; BLUE-COLLAR WORKERS; WHITE-COLLAR OCCUPATIONS; NATIONAL LONGITUDINAL SURVEYS; WORK EXPERIENCE; JAPAN

This dissertation compared the shapes of experience-earnings profiles and their differential structures across different segments of the labor market in the United States and in Japan.

Three aspects were examined: (1) Aggregate shapes of earnings streams; (2) the blue- and white-collar occupational segments; and (3) the large- and small-scale industry segments.

For the United States the analysis used the 1966 Survey of Economic Opportunity and the 1966 National Longitudinal Survey of men aged 45 to 59; for Japan the 1967 report of the Wage Structure survey was used. These nationwide sample surveys were analyzed by regression models which provided estimates of the impacts of a worker's occupational experience on his earnings.

Three points of similarity emerged from the analysis: (1) Experience had a positive impact on earnings; (2) the effect of experience accumulated within the firm of current employment was greater than that of experience obtained elsewhere in raising earnings; and (3) the patterns of the differentials between blue- and white-collar earnings profiles were remarkably similar. There were also three points of dissimilarity: (1) Work experience had a lower marginal effect on earnings in the United States than in Japan; (2) the effect of the interaction between education and experience on earnings was negative in the United States but positive in Japan; and (3) the differential between the earnings profiles of large- and small-scale industries was large at the initial stage and prevailed throughout the whole span of work experience in the United States, while in Japan it was very small at the beginning and grew exceedingly large as work experience accumulated.
1974

NTIS PB238194/AS

5-134 A Case Study of the Shoe Industry in Massachusetts

TUFTS UNIVERSITY
MEDFORD, MASS.

James E. McCarthy

Grant 91-25-73-22
Project completed fiscal year 1974

Descriptors: TRADE ADJUSTMENT ASSISTANCE; SHOE INDUSTRY; TRADE EXPANSION ACT; NEW ENGLAND

The dissertation presented a case study of worker and firm recipients of adjustment assistance benefits under the Trade Expansion Act of 1962.

To study worker programs, a systematic sample consisting of 200 workers (10 percent of the affected population) was chosen. Each worker was interviewed for information concerning personal characteristics, the job lost due to imports, and the adjustment experience of the individual since layoff. The three Massachusetts firms which received assistance were also visited to determine what use had been made of assistance given.

Major findings indicated that the adjustment assistance program had at least kept the three firms in business. However, such assistance appeared to have limited potential because of the reluctance of firms to apply for it. The sample members had severe adjustment problems: (1) Eligibility requirements had been too strict for the program to reach many firms and workers; (2) the time lag between application for and receipt of benefits had been so long that most applicants had been forced to adjust on their own; (3) knowledge of available benefits was not widespread; (4) workers interested in training and relocation had often faced insurmountable administrative obstacles; and (5) many affected workers and firms had simply not been interested in the benefits.
1974

NTIS PB236225/AS

5-135 Total Factor Productivity Analysis: A Disaggregated Study of the Post-War Japanese Economy with Explicit Consideration of Intermediate Input, and Comparison with the United States

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Mieko Nishimizu

Grant 91-24-74-48
Project completed fiscal year 1975

Descriptors: PRODUCTIVITY; INPUT-OUTPUT ANALYSIS; INDUSTRY PRACTICES; JAPAN

The analytical framework for the measurement of changes in total factor productivity (TFP), or technological change as defined in this study, was founded on two sources, the theory of the production function and the social accounting system. But, because the national measure of TFP is an aggregate of measures for industries (or other economic units), disaggregated measurement facilitated better understanding of the anatomy of changes in TFP.

Using industry as the unit, this study conceived the contribution of an industry to TFP as a combination of its direct addition of output to final product and its delivery to itself and other industries of intermediate products for further processing. Thus, the resulting model not only recognized the contribution of the intermediate outputs to the industry's own technological change but also preserved in the national measure the industry's direct contribution to total productivity and its indirect contribution to other industries. The model was applied to the postwar Japanese economy (1955-1971), disaggregated to 10 industry groups, and the results were compared with those of studies of the U.S. economy.

The analysis showed that, in both the United States and Japan, technological change as a source of growth was highly significant in the primary industries, in contrast to the nonprimary industries. In both countries, technological change was less important in the growth of manufacturing industries than the growth of capital, labor, and intermediate inputs. In Japan, the study found, the average annual rate of technological change was 1.17 percent over the period studied and accounted for about 20 percent of the growth in real output, becoming an increasingly significant factor in growth over the period. Furthermore, it demonstrated that the conventional practice of suppressing intermediate input in TFP analysis, if it misspecifies a technology, introduced a significant upward bias in the measurement of technological change.

June 1975

NTIS PB276287/AS

5-136 Importation of Labor Services in the U.S. Via Direct Foreign Investment

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Christopher Kwiecinski

Grant 91-18-77-03
Project still in progress

Descriptors: FOREIGN TRADE AND INVESTMENTS; HUMAN CAPITAL; IMPORTATION OF LABOR SERVICES

This project is analyzing direct foreign investment as a conduit for importing foreign labor services and as a means of exporting capital services. The major objectives are to estimate the actual extent of foreign employment in U.S.-controlled firms operating abroad and to assess the impact of growing imports of these labor services on U.S. domestic and international trade.

Data for 1957 and 1966, obtained from a variety of government and private sources, are being used in statistical and other analyses. Findings of the study are expected to be of use in policy deliberations on regulations to control the impact of foreign trade on domestic employment and commerce.

5-137 The Effects of a Government Policy on the Dynamic Processes of the Labor Market: An Evaluation of the Trade Adjustment Program

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

Steven Sheingold

Grant 91-42-77-61
Project still in progress

Descriptors: TRADE ADJUSTMENT ASSISTANCE; EMPLOYMENT TERMINATION; REEMPLOYMENT ASSISTANCE

In an evaluation of the Trade Adjustment Assistance Program, the researcher will investigate how layoffs are distributed across trade-impacted firms and the personal and labor market characteristics—age, sex, job tenure, union status or a combination of these and other characteristics—that determine who gets laid off first.

When the characteristics of those most likely to be eligible for Trade Adjustment Assistance Act benefits are determined, the success or failure of the program in meeting its goals can be evaluated. Recommendations can then be made for restructuring the program to assist those it will serve. The characteristics of the recipient population are basic to the design of an effective labor market assistance program.

The study will also investigate the reemployment process to determine what effect the Trade Adjustment Assistance Program has on employment and earnings stability after reemployment.

5B 2. THE LABOR MARKET

MEASURES OF LABOR DEMAND AND SUPPLY

5-138 An Analysis of the Dynamics of Labor Force Turnover in United States Industry

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Llad Phillips

Grants 91-23-66-16 and 91-23-67-52
Project completed fiscal year 1970

Descriptors: TURNOVER; PROBABILITY MODELS; LABOR DEMAND; LABOR MOBILITY; MACROLEVEL ANALYSIS

This study constructed and tested a dynamic model of gross labor flows, which would relate the theory of the firm and the theory of labor markets to the hiring, discharge, layoff, and recall decisions of the firm and to the tenure decisions of the worker.

The predicted behavior of labor-turnover rates, deduced from the hypotheses concerning the behavior of management by means of the model, was tested empirically using various techniques that combined time-series and industrial cross-section analysis. The data came from the Bureau of Labor Statistics (BLS) establishment reports on labor turnover for 1950-66, BLS reports on industry wage structure, and the Census of Manufactures.

Pension and retirement plans and expenditures on private welfare plans tended to tie the worker to the firm; through the mid-1950's, employers took advantage of these ties to increase the use of layoff as a means of employment adjustment in response to seasonal and cyclical disturbances. The adoption of supplementary unemployment benefit programs in the mid-

1950's may not have reduced the worker's ties to the firm, but it did reverse management's growing tendency to rely on layoffs as an adjustment mechanism. A reduction in layoff levels was also associated with collective bargaining provisions calling for specific employment practices such as a reduced workweek to cushion or avert threatened layoffs.

Trends in layoff rates were a key to the explanation of the quantitative, and to a large extent the qualitative, movement of the entire structure of gross labor flows. However, the properties of the dynamic gross labor flow model were only partially explored.

From both logical and empirical analyses, the industrial structure of labor turnover at a given level of disaggregation—for example, the Standard Industrial Classification system 2-digit industry group—was found to be determined in part by the distribution of employment by area and by component industry. Labor turnover may vary greatly among the component industries within an industry group, as well as by area within a given industry.

1972

NTIS PB191016/AS

5-139 THREE ESSAYS ON THE SUPPLY OF LABOR AND THE DEMAND FOR GOODS

PRINCETON UNIVERSITY
PRINCETON, N.J.

James J. Heckman

Grant 91-32-69-66
Project completed fiscal year 1974

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; INCOME; HOUSEHOLDS; MATHEMATICAL MODELS; LABOR SUPPLY; CONSUMPTION

This report consisted of three essays on household labor supply and market goods demand. The first essay utilized the hypothesis that individuals may forego time and money in a current time period to raise their wages in future periods. The second essay considered the problem of estimating parameters of household supply and market goods demand equations which are consistent with the inequality restrictions of consumer theory. The third essay considered the impact of time restrictions on the parameter values of household demand and labor supply functions.

The author used life cycle models in both static and dynamic forms.

Essay 1: The study found that static models were inadequate for a full understanding of empirical consumer behavior. The author preferred the method of comparative statics and the assumption of separability of preferences.

Essay 2: The author proposed new functional forms for estimating the labor supply equations of household members. The new procedure would estimate the labor supply equations for both the head of household and the wife and produce parameter estimates more consistent with the inequality restrictions "a priori" theory methods currently used by most labor economists.

Essay 3: The study conceded that the existence of a constraint on the wife's time would, in general, reduce the absolute size of the compensated substitution effect parameter of all other household goods including the head's labor supply.

1974

NTIS PB229254/AS

5-140 A TEST OF THE "NO TRADE OFF IN THE LONG RUN" HYPOTHESIS AND THE DYNAMIC BEHAVIOR OF THE RATES OF INFLATION

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Alex Cukierman

Grant 91-25-72-09
Project completed fiscal year 1973

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; INFLATION

This study described the linkage between inflation, unemployment, and inflationary expectations, and combined them into an analytical model which used simultaneous equations to determine increases in prices and wages. The model was used to test the hypothesis that in the long run the rate of unemployment is independent of inflation, and to identify more fully what happens in the short run.

When applied to quarterly data for the years 1949-70, the model indicated a long-run trade off between inflation and unemployment in the U.S. economy for all possible speeds of adjustments in expectations. The model was also used to study the dynamic adjustment of rates of increase in wages and prices toward a permanent Phillips curve along which expectations are equal to actual rates of increase in prices. The results were used to analyze the consequences of: (1) Alternating between expansionary and contractionary policies; (2) a price freeze that is believed to be effective; and (3) general wage escalation clauses. A further test of the hypothesis, subject to the constraint that the shares of labor and capital are constant in the long run, implied that there are some rates of unemployment for which there is a trade off and others for which there is no.

December 1972

NTIS PB213390/AS

5-141 THE STRUCTURE OF OCCUPATIONAL MOBILITY IN THE U.S. ECONOMY

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Robert C. Dauffenbach, Jr.

Grant 91-17-73-06
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL MOBILITY; METHODOLOGY

This study examined the extent and character of occupational mobility and identified groups of occupations and the nature and kinds of jobs that are related to each other in mobility patterns.

Data for the study covered the 1965 and 1970 reports of occupation from the 1/100 sample of the 1970 census. The analysis employed occupational cluster methodology specifically developed to analyze similarities in mobility patterns in order to reveal the structure of relationships among occupational categories. The degree and pattern of flexibility of occupational supply were analyzed to identify "job families"—clusters of occupations interlinked through the technical and administrative organization of production.

Fundamentally, the conclusion was that the job family model was the most relevant basis of occupational classification for the study of mobility. Economic growth and technological change had increased the diversity of skills needed in the labor market. As jobs change from broadly defined, low-skilled categories to narrowly defined and specialized types, occupational mobility lessens.

December 1973

NTIS PB276299/AS

5-142 OCCUPATION: MEANINGS AND MEASURES

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Lloyd V. Temme

Grant 91-24-74-01
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL CLASSIFICATION; METHODOLOGY; PLANNING, RESEARCH, AND DEVELOPMENT

The original objective of this research was to find out the impact of the adolescent social system on subsequent occupational achievement, using data from a 1972 followup investigation of 10,000 men first surveyed as high school seniors in 1957. However, conceptual problems encountered during that research broadened it to include development of new measures of the structure of occupations. The researcher followed a multidisciplinary approach, drawing on theoretical work from sociology, psychology, and economics. He developed a "3R" model, which took account of routines, requisites, and rewards, to measure occupational characteristics.

For routines and requisites, the data were drawn from the *Dictionary of Occupational Titles*. For some 14,000 occupations, that volume classifies the duties with respect to their involvement with data, people, and things, and indicates the GED (General Educational Development) and the SVP (Specific Vocational Preparation) needed. These classifications were weighted to derive measures of the routines and requisites for the 584 mutually exclusive categories of occupations used in the 1960 and 1970 censuses. The researcher also developed measures of rewards based on census data on earnings and employment. As a possible adjunct of the rewards measure, he also developed measures of occupational prestige, derived from Duncan's Socioeconomic Index, and of occupational self-direction, from Melvin Kohn, but did not use these in testing his model.

The new measures are advocated as a more sensitive and useful tool for all disciplines concerned with occupational classifications, although further work is suggested for their development.
June 1975

NTIS PB267218/AS

5-143 THE DUAL LABOR MARKET: ITS EXISTENCE AND CONSEQUENCES

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Samuel Rosenberg

Grant 91-06-74-04
Project completed fiscal year 1975

Descriptors: DUAL LABOR MARKETS; UNDEREMPLOYMENT; UNEMPLOYMENT; URBAN AREAS; INCOME; POVERTY AREAS

This research explored the dual labor market theory, which assumes that the labor market has two sectors; one with high wages, good working conditions, job stability, and chances for advancement and the other with low wages, poor working conditions, high labor turnover and little chance for advancement. A two-part econometric model was used to analyze the labor market patterns of workers. The first part explained the determinants of the labor market sector of a person's current job and first job. The second part was concerned with the determinants of upward and downward mobility.

Data used in the analysis were drawn from the 1970 Census of Population and Housing: Employment Profiles of Selected Low-Income Areas. Men aged 21 through 64, living in Brooklyn, Cleveland, Detroit, and San Francisco, were the central focus of the analysis.

The findings appeared to support the existence of a dual labor market with some mobility between the sectors, so that the secondary labor force could be viewed as a reserve for the primary sector. Minorities were apt to be in secondary jobs currently and more apt to remain in such jobs than were other workers. The sector of the first job had some independent influence on the current job sector, but beginning in the secondary sector did not determine that one would remain there.
1975

NTIS PB244320/AS

5-144 THE DEMAND FOR LABOR IN A DYNAMIC PUTTY-CLAY MODEL: A THEORETICAL AND EMPIRICAL INVESTIGATION

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Petros K. Sabatacakis

Grant 91-36-74-09
Project completed fiscal year 1977

Descriptors: INPUT-OUTPUT MODELS; LABOR ADJUSTMENT COSTS; LABOR DEMAND

This study used a "putty-clay" model of the labor input adjustment process over time to examine the demand for labor. Putty represented the decisionmakers' ability to freely choose (on the bases of profit-maximizing considerations) the proportion of an investment in purchasing and installing equipment to be allocated to labor costs. Clay represented a fixed number of worker-hours for the operation of the equipment after it had been installed.

Data were obtained primarily from quarterly, seasonally adjusted time series for the U.S. manufacturing sector in the Bureau of Labor Statistics publication *Employment and Earnings* and the U.S. Department of Commerce publication *Survey of Current Business*.

Results of the study indicated that the "putty-clay" model, which shows the distinction in the lag structure of real labor prices and output, produced better statistical results than a model not making this distinction. The study also showed that the prices of labor and capital had time effects other than changes in output.
1976

NTIS PB288178/AS

5-145 ADJUSTMENT COSTS IN THE THEORY OF LABOR DEMAND, PRODUCTIVITY, AND UNEMPLOYMENT

YALE UNIVERSITY
NEW HAVEN, CONN.

Jonathan R. Ratner

Grant 91-09-74-18
Project still in progress

Descriptors: LABOR ADJUSTMENT COSTS; PRODUCTION; TURNOVER; LAYOFFS; EMPLOYER PLANNING

This study is exploring the shortrun employment function and isolating the role of costs associated with gross employment flows (i.e., quits, layoffs, etc.). Its objectives are: (1) To incorporate the phenomenon of layoffs into an optimizing model of employment dynamics; (2) to determine what conditions would lead the firm in the short run to substitute alternative production-smoothing techniques for layoffs; (3) to examine the implications for unemployment of the impact of uncertainty on layoffs; and (4) to link the aggregate employment equation developed in this study to an explanation of unemployment.

Sources include published data on the private nonfarm sector, the manufacturing sector, and 2-, 3-, and 4-digit manufacturing industries; a time series on capital utilization, constructed by Taubman and Gottschalk, which uses data on shift work to build a series on "the average workweek of capital", and a data set compiled by Richard Ruggles on prices and costs for a large sample of firms.

5-146 THREE ESSAYS ON THE LABOR MARKET

BROWN UNIVERSITY
PROVIDENCE, R.I.

John M. Barron

Grant 91-44-74-39
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT/INFLATION TRADEOFF; UNEMPLOYMENT; JOB SEARCH

Three self-contained essays in this study discussed various aspects of labor markets. The first, "Search in the Labor Market and the Duration of Unemployment: Some Empirical Evidence," examined the behavior of an unemployed individual engaged in job search.

The second essay, "Labor Market Segmentation and Steady State Unemployment," investigated questions such as the effect that segmentation of the labor market has on aggregate unemployment. The model postulated a search procedure that made allowance for the time taken to search firms for vacancies. A significant finding that departed from previous work in this area was that segmentation of the labor market need not worsen aggregate unemployment.

The third essay, "Determining the Rate of Wage Inflation: An Alternative Formulation," applied empirical analysis to a simple, theoretical model of wage determination by the firm in a dynamic setting. Construction of this model was partly influenced by the results reported in the first essay. A significant hypothesis, borne out by the empirical work, was that the important variables either determine how acceptance wages change or capture a firm's reaction to changing acceptance wages and to a changing flow of jobseekers. This formulation contrasted with the usual discussions of wage inflation that focus on measures of excess demand.

June 1976

NTIS PB263502/AS

5-147 A BEHAVIORAL MODEL OF LABOR FORCE MIGRATION

CORNELL UNIVERSITY
ITHACA, N.Y.

Sigurd R. Nilsen

Grant 91-36-75-09
Project completed fiscal year 1977

Descriptors: MIGRATION; HUMAN CAPITAL; OCCUPATIONAL MOBILITY; WAGE DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS

This research developed a theoretical model of labor force migration. An individual's desire to maximize his return on investment in human capital was a major premise of the study. A two-step decision process was developed examining (1) whether an individual was overqualified in his current occupation which might warrant a change in occupation and (2) whether a change in economic region was necessary.

Occupational change status, demographic characteristics, and information on interstate migration were drawn from the Public Use Sample of the 1970 census. Multivariate probit analysis techniques were employed in the study.

The conclusion reached was that labor force migration was primarily a human capital decision. The most signigicant factor motivating occupational mobility was the level of overqualification. The primary factors stimulating geographic movement were interstate earnings differentials and the level of employment opportunity.

1976

NTIS PB274271/AS

5-148 AN ANALYSIS OF LABOR SUPPLY RESPONSE OVER TIME

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

James E. Duggan

Grant 91-42-76-50
Project still in progress

Descriptors: LABOR SUPPLY; LABOR FORCE PARTICIPATION; PROJECTIONS; ECONOMIC INDICATORS

This research is examining the labor force supply model in a time series environment with a view toward predictive accuracy and appropriate model specification. The study includes: (1) An examination of currently used models of the neoclassical and nonneoclassical type; (2) incorporation into the analysis of a recent development in statistical time series modeling that will enhance the determination of labor supply response over time and provide a standard for predictive accuracy; and (3) examination of additional factors bearing on the theory of labor force participation that will lead to a respecification of the labor force model.

Data for this research include quarterly averages of labor force size, participation rates, and unemployment rates by age and sex derived from the monthly data series (seasonally adjusted and unadjusted) published by the Bureau of Labor Statistics; price data also published by BLS; and personal income and aggregate output data available from the Office of Business Economics. Other time series variables that may be tested for inclusion in the labor supply model (for example, interest rates on short-term U.S. treasury bills as predictors of inflation) are available on computer tapes.

5-149 OVEREDUCATION IN THE U.S. LABOR MARKET

STANFORD UNIVERSITY
STANFORD, CALIF.

Russell W. Rumberger

Grant 91-06-77-23
Project completed fiscal year 1978

Descriptors: OCCUPATIONAL CLASSIFICATION; DICTIONARY OF OCCUPATIONAL TITLES; EDUCATIONAL ATTAINMENT; LABOR DEMAND; HIRING PRACTICES; UNIVERSITIES AND COLLEGES

This two-part study explored overeducation—the inability of many workers to find jobs commensurate with their educational level. The first part contains a general discussion of overeducation, including an examination of several alternative definitions of the word, an analysis of the theoretical bases of this phenomenon, and an exploration of possible adverse consequences in the workplace and the implications for private decisionmaking and public policy. The second part reports on measurement of overeducation, defined as the discrepancy between the educational attainments of workers and the skill requirements of their jobs. Data from two editions of the *Dictionary of Occupational Titles*, which estimate the skill requirements of jobs, and census data were used to perform analyses for 1960 and 1976.

The results indicated that: (1) Overeducation is widespread and has increased since 1960; (2) changing skill requirements have slightly reduced the number of highly skilled jobs; and (3) overeducation is more widespread among blacks than whites, although these differences decreased between 1960 and 1976.

July 1978

NTIS PB288241/AS

5-150 Household Life Cycle Model Under Uncertainty: An Econometric Model of Labor Supply

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Thomas E. MaCurdy

Grant 91-17-77-37
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSEHOLDS; LABOR SUPPLY; CONSUMPTION

The objective of this research is to construct an econometric model of labor supply which incorporates life cycle considerations and is consistent with the implications of economic theory that a household formulates its decision in a lifetime setting. The household models of labor supply, consumption, and saving integrated with the theory of finance will provide the theoretical framework.

To obtain more detail on individual factors the researcher will obtain the primary data base from the Michigan Panel Study of Income Dynamics. The use of panel data will enable him to identify and examine the impacts on labor supply of transitory versus permanent variations in income and wages.

This research is expected to offer insights into the behavior of workers under business cycle uncertainty and provide a clear picture of the time profile a household's labor supply allows over the life cycle. It will also provide the basis for the development of a theory of the shortrun aggregate labor supply curve.

5-151 The Estimation of Completed Unemployment Spell Durations from Published Data Under Non-Steady-State Conditions

CORNELL UNIVERSITY
ITHACA, N.Y.

James P. Luckett

Grant 91-36-78-28
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYMENT; LABOR MARKET; ECONOMIC ANALYSIS AND ECONOMETRICS

The main objective of this study is to develop a model of the labor market that will infer the distribution of the lengths of completed unemployment spells for a cohort that becomes unemployed at any time. The model will be applicable to any demographic group for which the Current Population Survey tabulates in-process unemployment spell durations. In addition, the researcher will test various versions of this procedure against each other and against various steady-state techniques used in the past.

The research is expected to enable analysts to ascertain to what extent variations in unemployment rates (across demographic groups or over time) are due to differences in unemployment inflows (frequency of unemployment) or outflows (durations of completed spells of unemployment). Since the causes of high inflow rates are likely to be very different from those for low outflow rates, policies to combat these problems should also differ.

5-152 An Evaluation of Area Skill Surveys as a Basis for Manpower Policies

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Collette Helen Moser

Grants 91-53-66-10 and 91-53-67-16
Project completed fiscal year 1971

Descriptors: LABOR DEMAND; AREA PLANNING; PUBLIC EMPLOYMENT SERVICE; LABOR MARKET INFORMATION

The purpose of this study was to evaluate the accuracy and usefulness of the Area Skill Surveys in which the U.S. Training and Employment Service collects data from employers on current employment and projected labor needs in 50 to 200 occupations. Data were obtained from publications, interviews with producers and users of the surveys, a resurvey of two firms to compare projected with actual employment, and detailed analysis of two surveys.

The researcher concluded that the surveys can provide the kind of information needed by employment and training planners, vocational educators, and employers, but more cooperation is needed among these groups to improve both accuracy and usability of the data.
1971

NTIS PB199444/AS

5-153 Industrial Recruiting Experience in Small City Job Markets

UNIVERSITY OF ARKANSAS
FAYETTEVILLE, ARK.

Emmett Earl Wright

Grant 91-04-66-70
Project completed fiscal year 1969

Descriptors: LABOR SUPPLY; RURAL AREAS; SMALL LABOR MARKETS; MANUFACTURING; RECRUITMENT; LOUISIANA; ARKANSAS

This study examined the availability of labor for new factories in small city job markets (in rural regions), the characteristics of available workers, and the impact of new plants on the labor markets. Case studies were conducted in six manufacturing plants in a three-county area in northwest Arkansas and a five-parish area in north-central Louisiana, and other local employers were interviewed.

The researcher found that the new plants encountered little difficulty in recruiting the workers they wanted. In fact, the areas' labor force increased by nearly one-third between 1960 and 1966. The major sources of recruits were persons who were underemployed and those not previously in the labor force (nonparticipants and new entrants). The unemployed did not exceed 25 percent of the new recruits in any firms. Moreover, the additional jobs attracted inmigrants and tended to slow or stem outmigration. In the Arkansas area, there was a switch from considerable outmigration between 1950 and 1958 to notable inmigration thereafter.

Workers recruited by the new plants had more desirable work histories and personal characteristics than those presently unemployed. The latter usually had little experience in manufacturing, had relatively unstable work histories, and had been without work for fairly long periods of time.

Other local employers were usually able to replace workers recruited by the new plants, although the tightening labor market brought fewer applicants at the lower paying firms and less qualified job applicants in general. A majority of firms raised wage rates, but labor costs did not increase significantly relative to those in other areas.
1969

NTIS PB179749/AS

5-154 Labor Markets and the Supply of Labor

THE UNIVERSITY OF IOWA
IOWA CITY, IOWA

Theodore E. Newman

Grant 91-17-67-09
Project completed fiscal year 1969

Descriptors: LABOR SUPPLY; INDUSTRIAL MOBILITY; GEOGRAPHIC MOBILITY; INCOME DIFFERENTIALS; MIGRATION

This study examined the influence of wage and income differentials on the regional and industrial allocation of labor. The principal data sources were the 1950 and 1960 censuses and the Census of Manufactures for 1958 and 1963.

Interstate differences in 1960 per capita income, in combination with the 1950-60 relative changes in manufacturing employment, accounted for about three-fifths of the variance in net migration rates among States during the 1950's. Contrary to expectations, however, the net migration rates did not significantly affect the relative changes in State per capita incomes between 1950 and 1960, even when account was taken of other influences that could have upset the anticipated relationship.

Nor did interindustry wage differences account for the allocation of labor among manufacturing industries. The 1958 and 1963 data for manufacturing industries (at several levels of aggregation) showed no significant relationship between changes in production worker employment and changes in the industry's annual wage payments, whether in absolute or relative terms.
1969

NTIS PB179291/AS

5-155 LABOR FORCE PARTICIPATION IN THE GHETTO: A STUDY OF NEW YORK CITY POVERTY AREAS

PRINCETON UNIVERSITY
PRINCETON, N.J.

Paul Offner

Grant 91-32-68-19
Project completed fiscal year 1972

Descriptors: LABOR MARKET BEHAVIOR; INNER-CITY RESIDENTS; JOB LOCATION; LABOR FORCE PARTICIPATION; NEW YORK, NEW YORK

This study investigated the effect of residential location within a metropolitan area on employment, unemployment, hours of work, occupations, and earnings, using data from a 1968 study for the New York City Planning Commission and from the 1960 census for 379 "poverty tracts" in New York City. Included in these tracts were Harlem and Bedford Stuyvesant, two of the country's largest and most concentrated black ghettos. The major concentration of jobs open to poor people in these areas was in midtown Manhattan, rather than in growing suburban employment centers, as in many other urban areas.

Analysis of the data showed that ghetto residence per se—in either Harlem or Bedford Stuyvesant—was the most powerful influence in depressing labor force participation and that it was more powerful for prime-age workers (25 to 54 years old) than for teenagers or older people. The distance from residence to the Manhattan employment center did not explain this result; labor force participation rates for prime-age workers had a smaller negative relationship to the distance variable than those for other age-sex groups.

The study attributed the lower labor force participation rates for prime-age workers in the ghetto primarily to the combined effect of poor health (largely inferred from other studies) and the relative scarcity of jobs in the ghetto and surrounding areas—particularly jobs suitable for these workers.

The researcher concluded that prospects for solving a labor utilization problem of this magnitude by encouraging firms to locate in the ghetto were not promising. He estimated that Harlem alone would need 6,000 new jobs just to bring prime-age labor force participation up to standard.
1972

NTIS PB196453/AS

5-156 SHORT-TERM MANPOWER PROJECTION METHODS FOR SELECTED SERVICES INDUSTRIES IN THE VENTURA COUNTY STANDARD METROPOLITAN STATISTICAL AREA

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

William H. Lawson

Grant 91-05-68-49
Project completed fiscal year 1970

Descriptors: SERVICE OCCUPATIONS; LABOR DEMAND PROJECTIONS; METHODOLOGY; CALIFORNIA, VENTURA COUNTY

The purpose of this study was to develop area employment projections for specific occupations in service industries which could be used for better educational planning, counseling, and career guidance in community colleges. Four occupations (cosmetologist, barber, registered nurse, and licensed vocational nurse) were studied in the rapidly growing Ventura County, Calif., SMSA.

All identified employers of persons in the four selected occupations were asked to fill out a survey form. Returns from the survey and data from the California State Department of Human Resources Development and the 1960 Census were used to estimate the actual employment in the four occupations from 1965 through 1968. Seven employment projection methods were then applied to determine the relative effectiveness of each, considering data barriers and limitations of methodology in projections for service industries.

The severe lack of sufficient data limited both the service occupations included and the variety of short-term employment projection methods used in the study. However, these data barriers were common in all newly developing suburban SMSA's and therefore the resulting successful projection methods were considered applicable to educational planning. All projection methods met the criteria of "ease of use."

Four of the seven methods proved successful. They were: A single economic indicator; multiple linear regression; ratio analysis; and graphical extrapolation. Base periods of 3, 5, and 7 years were tested for each method, and the 5-year period proved most reliable for use in projections. The most important method for projection was that of the single economic indicator to determine the trend for each occupation. However, the best economic indicator varied by occupation. The three best economic indicators for all projection techniques were industry employment (at the 3-digit level of the Standard Industrial Classification), occupational employment, and total SMSA population.

Recommended procedures for using short-term projection methods were developed. It was concluded that there were appropriate methods for making such projections that can meet the needs of educational planning and instruction in a suburban SMSA experiencing rapid growth.
1970

NTIS PB184793/AS

5-157 AN ECONOMETRIC MODEL OF EXTERNAL LABOR SUPPLY TO THE ESTABLISHMENT WITHIN A CONFINED GEOGRAPHIC MARKET

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert J. Hines

Grant 91-34-68-71
Project completed fiscal year 1971

Descriptors: LABOR SUPPLY; BLUE-COLLAR WORKERS; WAGES; MODELS; NEW YORK, BUFFALO

This thesis examined the relationship of the level of blue-collar employment to the level of hourly entry wages in the Buffalo labor market. Data on wages and work force from 1957 to 1968 from 39 establishments were used for both time-series and cross-section analyses for individual employers, for selected subgroups of employers, and for all 39 employers combined.

In all cases, the annual rate of change in labor supply to the establishment was significantly associated with the rate of change in the entry level wage. The absolute level of the entry wage was significant in many cases, but less important in explaining variance. Thus an employer who wanted to increase employment at a faster rate than his competitors had to increase his entry wage faster also.

At least half of the establishments experienced a marked alteration in the elasticity of their labor supply when the labor market began to tighten in the 1960's. Subregional markets had a tendency to drift and contract in response to changes in the demand for labor. Interaction and competition among employers were concentrated in an area subtantially smaller than the entire SMSA.
1972

NTIS PB193790/AS

5-158 Occupational Requirements for Iowa, 1975

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

Catherine A. Palomba

Grant 91-17-69-36
Project completed fiscal year 1970

Descriptors: LABOR DEMAND PROJECTIONS; LABOR SUPPLY PROJECTIONS; EDUCATION AND TRAINING; IOWA

This study developed projections of occupational labor requirements for Iowa for 1975 and estimates of the State's future labor force to provide data needed for planning education and training programs. Using the 1960 Iowa census data as a starting point, a matrix of 165 occupations and 64 industries was developed. National occupation-industry projections developed by the Bureau of Labor Statistics (see MDTA 23-64) were also used extensively to put the Iowa projections in the context of national economic and technological developments. Data were also taken from the U.S. Office of Education and Iowa school records.

Comparing employment requirements with people available for employment, when adjustment was made for unemployment and dual jobholding, the researcher noted that rather large shortages of management and craft personnel as well as professional and service employees could be expected, with an oversupply of workers in unskilled labor, farm, and operative jobs.

When the educational attainment of the labor force was compared with the educational requirements for projected jobs, it was found that the general level of education would be more than adequate.

The researcher noted that the projections of both requirements and supply might have been improved if current occupational data for the State had been available.
1972

NTIS PB192276/AS

5-159 The Role of Migration in Labor Market Adjustment

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Vernon Renshaw

Grant 91-23-69-39
Project completed fiscal year 1970

Descriptors: GEOGRAPHIC MOBILITY; METROPOLITAN AREAS; ECONOMIC GROWTH; LABOR DEMAND; WAGE DIFFERENTIALS

This study analyzed the relationship between gross migration flows and the availability of jobs to find out if the expected negative relationship between outmigration and the level of economic opportunities—not observed in cross-section analyses—could be detected when structural and trend differences in population mobility characteristics were controlled.

Annual data for 1960-65 were obtained from a 1-percent Social Security Sample File, for 16 age-sex-race groups in 224 standard metropolitan statistical areas on employment, migration, and entries to or exits from the area's work force. Structural variables were defined by the size and growth rate of the labor market, the proportion of workers who were white men ages 25 to 64, average yearly wage earnings, mean January temperature, median education level of the population over 25, and percent of possible sunshine.

These data were used to test two hypotheses: (1) That trend rates in both in- and outmigration may be higher in rapidly growing areas than in other areas because of structural differences in mobility related to growth rates, but that workers respond to deviations from the growth trend in the normal manner; and (2) that an initial increment in the net supply of job vacancies stimulates labor market activity and thus induces greater turnover and gross migration flows in the short run.

It was found that allowance for structural factors led to a significant negative relationship between outmigration and employment change, but it did not lead to symmetry in the effects of employment opportunities on in- and outmigration. It appeared that a metropolitan area must have a growth rate considerably below average before a given increment in employment change will have a greater marginal effect on outmigration than on inmigration.

The data would seem to rule out a simple migration wage mechanism as the dominant migration force in the short run. Relatively large short-run gross migration flows occurred with quite small net geographic movements of workers. Furthermore, short-run employment change appeared, if anything, to be negatively related to wage levels, and differences in wage levels among areas seemed to persist in the face of large gross movements of workers. The lack of correlation between year-to-year employment changes for metropolitan areas would suggest that volatile labor demand conditions may be a more important influence on short-run employment change than are systematic, structural supply factors such as wage rates and sunshine.
1972

NTIS PB192149/AS

5-160 Projections of Occupational Requirements for Kansas in 1980

KANSAS STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
MANHATTAN, KANS.

William E. Spellman

Grant 91-18-70-17
Project completed fiscal year 1971

Descriptors: OCCUPATIONAL PROJECTIONS; INPUT-OUTPUT MODELS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; KANSAS

This study sought to quantify the occupational structure of the Kansas economy and to develop a method of forecasting the State's occupational requirements in 1980.

The projections anticipated the combined effects of changes in technology and in consumption and production patterns. An interindustry input-output model developed by the Kansas Office of Economic Analysis was used to project levels of output and employment for each of the State's 55 industry

groups. The occupational structure was determined, for nonmanufacturing industries, by adjusting national data (from the Bureau of Labor Statistics) and, for manufacturing industries, by the "best practice technique." This technique, based on a mail survey of the 1969 occupational profile and financial situation of individual firms, assumed that the industry average in 1980 would reflect the present situation in the most efficient and technologically advanced firms.

In comparison with projections of adjusted national data, the best-practice projections for manufacturing industries showed a lower growth rate for managerial and sales workers, a smaller decline for laborers, and greater growth for bookkeepers, cashiers, and craft workers. Overall, however, the similarity of the results tended, in the researcher's opinion, to confirm the hypothesis that the industry average occupational structure in the future would follow that of the current best-practice firms.
1971

NTIS PB194743/AS

5-161 AN ANALYSIS OF MATURE REGIONS: A STUDY IN LABOR MARKET DYNAMICS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

David E. Berger

Grant 91-27-70-52
Project completed fiscal year 1973

Descriptors: DEPRESSED AREAS; ECONOMIC GROWTH; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; LABOR MARKET AREAS; PENNSYLVANIA

This study, analyzing regional growth from the labor market perspective, examined two theories to determine which could best account for depressed conditions and lagging performance in regions that had experienced rapid development. It considered the export base theory, which links a region's growth to the growth of its export industries, and the neoclassical regional growth theory, which links regional differences in growth to those in labor supply. Using cross-sectional data on Pennsylvania for the period 1953-66, it submitted the theories to empirical testing.

The results failed to substantiate the export base theory, but provided strong support for many aspects of the neoclassical regional growth theory, principally that high exportable wage levels have a negative influence on employment growth. In the view of this theory, economic stagnation will develop when wage levels are too high in relation to price, productivity, and access conditions to permit normal returns on capital. However, the study found that the theory broke down in the context of economic maturity because it did not recognize the wide divergence of both wage levels and growth rates within any exportable sector. Hence, the researcher concluded that only by observing labor market dynamics, as many industries compete to fill their employment needs in several labor markets within a given region, can the neoclassical growth model provide an adequate explanation of economic stagnation.
August 1972

NTIS PB213452/AS

5-162 AN INVESTIGATION INTO THE EXTENT AND CAUSES OF GEOGRAPHIC MOBILITY AMONG SELECTED YOUNG WORKERS

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Lewis H. Smith

Grant 91-47-71-10
Project completed fiscal year 1972

Descriptors: GEOGRAPHIC MOBILITY; MOTIVATION; MIGRATION; WORKER TRAITS; YOUTH; WAGE DIFFERENTIALS

This study investigated the factors which affect geographic labor mobility among the young, particularly the role of economic motivation. It also tested the conventional theory that economic motivation underlies most geographic movement, with relative wages of geographical regions the most important determinant of destination.

A sample of Tennessee high school graduates between the ages of 18 and 26 who did not enroll in college were sent questionnaires requesting information on mobility history and plans, work history, income, and family and personal data for the period September 1967 to September 1970. Data for the same sample were also obtained from an earlier questionnaire and high school records.

The decision to move was significantly affected by employment status, past unemployment, occupation, family ties, home ownership, and age. The destination of the move was determined primarily by relative wage levels, with younger, better-educated workers moving out of low-wage areas in greater proportion than other groups; potential job opportunities had little effect.

The author concluded that the high rate of outmigration of young, educated workers from Tennessee continued to reduce the quality of the State's labor force and that increasing job opportunities and wages relative to other areas of the United States were most likely to reduce this outmigration.
October 1971

NTIS PB202008/AS

5-163 THE SELECTIVE MIGRATION BIAS IN LABOR FORCE PARTICIPATION RATES

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Darryl W. Lowry

Grant 91-06-71-18
Project completed fiscal year 1973

Descriptors: LABOR FORCE PARTICIPATION; MIGRATION; UNEMPLOYMENT; DEPRESSED AREAS; BUSINESS CYCLE; PLANNING, RESEARCH, AND DEVELOPMENT; METHODOLOGY

This study explored the hypothesis that the effects on area labor force participation rates of selective migration from high unemployment to low unemployment areas cause an upward bias in measurements of the discouraged worker effect that are based on cross-section analyses.

A model was developed which postulated that selective migration is an alternative to dropping out of the labor force when unemployment is rising and hence causes labor force participation to rise in areas of low unemployment and fall in those with high unemployment. For the 100 largest standard metropolitan statistical areas, the study used data from the 1960 census on labor force participation and the labor force status of persons who moved between 1955 and 1960.

The results indicated that selective migration did alter area labor force participation rates. Negative correlation between the 1960 area labor force participation rate and area unemployment indicated that higher biases were associated with low unemployment and lower biases were associated with high unemployment. The bias-unemployment relationship was present for both males and females, and the correlation was stronger for prime age men than for younger and older men. When the 1960 participation rates were adjusted to take account of the labor force status of movers, the correlation between participation and unemployment was significantly reduced. Hence, it was concluded that selective migration was a significant explanation of the fact that cross-section analyses showed a higher correlation between participation and unemployment than did time series analyses.
September 1972

NTIS [illegible]214315/AS

5-164 Economics and the Black Exodus: An Analysis of Negro Emigration from the Southern States: 1910-1970

STANFORD UNIVERSITY
STANFORD, CALIF.

Flora D. Gill

Grant 91-06-71-27
Project completed fiscal year 1975

Descriptors: MIGRATION; GEOGRAPHIC MOBILITY; BLACKS; LABOR MOBILITY; SOUTHERN STATES

This study examined the temporal variations in the migration rates of Southern blacks by utilizing regression analysis to analyze the explanatory potential of the following four hypotheses: (1) Variations in emigration flows are determined predominantly by economic factors; (2) decisions to migrate are subject to the constraints of finances and the location of friends; (3) individual mental dispositions toward migration are relatively stable; and (4) different minimum levels of incentives are required for persons with different tastes for migration. Employing these hypotheses, the researcher developed a uniform theoretical framework to account for the patterns of relative stability that existed in the variations of migration rates across States and age groups. These variations in the decision on outmigration and its location were explained as functions of expected wages, the size of the largest urban labor market, and the probability of having friends or relatives outside of the State of origin. An important analytical focus of the paper was the explicit description of the linkages that connected individual decisions to outmigrate with the aggregate migration data for an area, depicted by the "aggregate migration-supply curve."

The regression analysis indicated that the two constraining variables of financing for the move and the location of friends were interactive ones in that the existence of friends was important not only as a source of information on specific job opportunities but also as a last resort of financial support. Still, the empirical analysis did establish a strong case for the hypotheses that by far the largest factor determining migration was the concern with pecuniary income.

1975
ETA

5-165 The Effect of Employment Decentralization on Job Opportunity in the Central City, 1960 to 1970

BROWN UNIVERSITY
PROVIDENCE, R.I.

Robert A. Moffitt

Grant 91-44-74-14
Project completed fiscal year 1975

Descriptors: HOUSING SEGREGATION; INNER-CITY RESIDENTS; JOB LOCATION; BLACK/WHITE; COMMUTING; SUBURBAN AREAS; ECONOMIC ANALYSIS [illegible] ECONOMETRICS

This study addressed the "mismatch hypotheses" that: (1) Job opportunities for black residents of inner-city ghettos had deteriorated because of the exodus of factories to the suburbs and (2) blacks could not follow the jobs because of housing segregation. The framework for the study viewed metropolitan areas as divided into city and suburban labor markets, which were separate but interdependent, because residents commuted from one market to the other. Transportation costs and city/suburb wage differences were considered the determinants of these commuting patterns.

The hypotheses were tested by estimating econometrically a simultaneous equations system of central-city/suburban-county labor supply and demand, using place-of-work data from the Census Bureau's County Business Patterns and place-of-residence data from the 1960-1970 decennial Censuses.

The study found that white workers moved to the suburbs in great numbers during this period and that they often took suburban manufacturing jobs, thus leaving open their manufacturing jobs in the city. The movement was strong enough to offset the decentralization of manufacturing firms in the same period, resulting in a net increase in city manufacturing wages relative to suburban wages. These findings resulted in the rejection of the initial hypotheses and suggested that blacks' economic plight is more a result of confinement to low-wage industries than the movement of firms to the suburbs.

June 1975

NTIS PB243404/AS

5-166 The Labor Market for College Manpower

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Richard B. Freeman

Grants 91-23-66-15 and 91-23-67-25
Project completed fiscal year 1968

Descriptors: CAREER CHOICE; HIGH-LEVEL JOBS; UNIVERSITIES AND COLLEGES; STUDENTS; LABOR SUPPLY

This study examined the supply of high-level occupations in the U.S. job market since World War II, with emphasis on the career decisions of college students. High-level occupations were considered to be professional, technical, and managerial positions requiring college training, in the fields of engineering, physical and social sciences, and other professions. Data were derived from published materials and a mail questionnaire of 2,800 college students concerning their occupational choices.

Students usually chose their careers during college, but the decisions of most were alterable, given new information. According to the researcher, students' knowledge of job opportunities in well-known occupations and in doctoral specialties was accurate, and their income expectations reasonable.

The most important factor in career decisions was interest in the work. Income exercised its greatest influence in decisions between a chosen career and its closest alternative, so it was inferred that college students were responsive to economic incentive.

The researcher concluded that the job market for college graduates usually operated in the classical manner, with salaries adjusting to the relationship of supply and demand, with a cyclical pattern related to demand in such fields as engineering and accounting. Because of the students' rapid response to changes, the researcher inferred that shortages in specialty fields were likely to be shortrun phenomena. He attributed any lag in supply to the time needed for training, rather than to time necessary for learning about and responding to changed conditions.

As a direct outgrowth of this study, the Office of Manpower Research and National Science Foundation jointly funded a research contract under which the present researcher will examine factors affecting the demand for scientists, engineers, and technicians. (See 81-23-68-37).

1968

NTIS PB178704/AS (CHAPTERS 1-4)
1968

NTIS PB178705/AS (CHAPTERS 5-9)

5-167 Factors Determining Patterns of Employment and Unemployment in the Construction Industry of the United States

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Daniel Quinn Mills

Grant 91-23-67-08
Project completed fiscal year 1968

Descriptors: CONSTRUCTION INDUSTRY; EMPLOYMENT; UNEMPLOYMENT

This study examined fluctuations in employment and unemployment in the U.S. homebuilding and contract construction industry since World War II. Both published and unpublished data, from government and private sources, were utilized.

According to the researcher, employment for construction workers has been characterized by intermittency, in both pronounced seasonality and extreme nonseasonal variations in level of building activity. Seasonality in employment has been due primarily to weather conditions, a problem magnified by the institutional practice of postponing work even though such conditions could be neutralized by technological advances. Aggregate level of building activity has not fluctuated extensively since the late 1940's. However, shifts in the geographic distribution of construction activity and in the composition of construction (residential, requiring such workers as carpenters and roofers, and nonresidential, requiring such craft workers as operating engineers and boilermakers) have been major influences in postwar employment fluctuations.

Construction consistently reported high annual unemployment rates among American industries. The researcher found the seasonal pattern of building contributed approximately one-third of the reported unemployment, nonseasonal variations in level of building activity contributed almost half, and frictional unemployment (time out of work between jobs) accounted for much of the balance. The construction unemployment rate was also sensitive to the availability of suitable jobs elsewhere in the economy, particularly in the winter months, since construction workers made temporary transfers to other occupations with relative ease. The amount of unemployment experienced varied considerably by craft within the industry. The outdoor trades suffered more winter unemployment, with construction laborers facing the most serious unemployment problem.

The research reported that the Federal Government did not at present intervene in the construction industry with a view toward stabilizing employment. Rather, Federal expenditures contributed significantly to the seasonality of this employment.

Under a separate contract (81-23-68-11), the researcher subsequently conducted a study of labor use in the construction industry.
1968

NTIS PB177562/AS
Also available from "Manpower in Construction: New Methods and Measures," *Proceedings of the 20th Annual Winter Meeting, December* 1967, Industrial Relations Research Association, 1967, pp. 269-276; *Monthly Labor Review*, April 1968, pp. 30-33 (excerpts from a paper); "Construction Manpower," *Monthly Labor Review*, February 1967 (article)

5-168 THE NURSING SHORTAGE AND PUBLIC POLICY

YALE UNIVERSITY
NEW HAVEN, CONN.

Barbara Holtz Kehrer

Grant 91-07-67-38
Project completed fiscal year 1970

Descriptors: NURSES; LABOR SHORTAGES; EMPLOYMENT AND TRAINING LEGISLATION; HOSPITALS; WORKER UTILIZATION; WAGES; CONNECTICUT

This study considered whether the Nurse Training Act of 1964, aimed at increasing the supply of registered nurses, could by itself overcome the shortage of nurses in view of the characteristics of the demand for nurses. It analyzed the demand for general staff nurses in Connecticut, using data collected through the Connecticut Hospital Association for the 35 short-term general hospitals in the State and through interviews with administrators and directors of nursing in nearly all of the hospitals during the latter part of 1967.

Some administrators and directors perceived nurse shortages, others did not. These differential perceptions were not closely related to hospital size, wage level, or attainment of a standard nurse-bed ratio, but hospitals located in large urban high-income areas with other hospitals were more likely to report shortages than those in other areas. There was little evidence that the perception of shortages was directly related to changes in the utilization of different types of nursing personnel.

However, absolute and relative wage rates of nursing personnel had a direct effect on the frequency with which registered general staff nurses performed 15 nursing activities that could be delegated to less highly trained personnel. The more general staff nurses there were in a hospital relative to nursing personnel, the more frequently the nurses performed duties requiring a lower skill level, and the more ward clerks there were, the less the nurses performed these duties.

Two current efforts of the nurses' professional associations were seen as affecting both the effective demand for hospital nurses and their utilization: (1) attempts to raise members' pay through collective bargaining, and (2) proposals to increase the average length of nursing education from 3 to 4 or 5 years. Both of these efforts, if successful, would tend to raise pay scales for registered nurses relative to other nursing personnel. The hospital administrators and directors of nursing who were interviewed said that, although the number of budgeted positions for nursing personnel was relatively insensitive to small short-run increases in wage rates, substantial increases would lead to significant shifts in the utilization of resources.

Unless incentives that would overcome the tendency of many nurses to retain old methods of doing things could be provided and unless the price of nursing services were permitted to rise, the researcher concluded, increasing the supply of registered nurses might have had no impact upon the shortage of health workers.
1972

NTIS PB192151/AS

5-169 MANPOWER THEORY AND POLICY AND THE RESIDUAL OCCUPATIONAL ELASTICITY OF SUBSTITUTION

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Bernard Daniel Rostker

Grant 91-34-68-03
Project completed fiscal year 1972

Descriptors: OCCUPATIONAL STRUCTURE; ELASTICITY OF SUBSTITUTION; EMPLOYMENT AND TRAINING POLICY; INFLATION; UNEMPLOYMENT; FISCAL POLICY; ECONOMIC ANALYSIS AND ECONOMETRICS

This study analyzed the extent to which fiscal and employment and training policies may be complementary, competitive means to foster the goals of the Employment Act of 1946—minimum unemployment and price stability.

The 1960 Census of Population provided the employment and wage data used in the study. Value-added data were from the 1958 and 1963 Census of Manufactures. Basic employment data consisted of an industry-employment matrix for 37 standard metropolitan statistical areas. Value-added data were secured for nine two-digit Standard Industrial Classification industries, each divided into 10 occupational groups.

These data were used to construct measures of the elasticity of substitution, based on the 1961 development of a new production function, the CES (constant elasticity of substitution), in which elasticity of substitution could be estimated with data from only one of two factors in production. Since the second factor was not explicitly considered, it must be assumed that the measured elasticity was a "residual" elasticity of substitution (RES). Assuming that aggregated production could be represented by a production function of the CES form, the smaller the residual elasticity of substitution of the scarcest occupation, the greater the amount of relative wage change needed to alter the least cost factor mix, and thus, the greater the possible need to coordinate policies.

The estimates suggested that there may be a scarcity of workers in occupations with low estimates of elasticity. Use of a nonmarket mechanism would, therefore, appear necessary to achieve full employment with stable prices. Successful training, which moves workers from overcrowded occupations into those in which a scarcity of workers exists, would appear to be such a mechanism. Since employment and training does not, however, in itself create jobs, the effectiveness of training would depend on maintaining an adequate level of aggregate demand.
1972

NTIS PB192061/AS

5-170 A Theoretical Analysis of the Supply and Demand for Labor in the Steel Industry

PURDUE UNIVERSITY
LAFAYETTE, IND.

Lawrence S. Zudak

Grant 91-16-68-35
Project completed fiscal year 1969

Descriptors: LABOR DEMAND; LABOR SUPPLY; STEEL INDUSTRY; MODELS; INDIANA

The traditional model of supply and demand functions in the labor market and the product market was examined for the steel industry in the light of the concept of promotional sequence, or hierarchical ordering of related jobs, and crew size rules.

Production data and economic relationships were obtained from steel mills in northern Indiana. Management and labor union officials were interviewed, and collective bargaining agreements were studied for their impact on operations of the market for individual jobs.

Instead of the traditional model, the researcher constructed a model in which wages and prices were fixed and the organization of the production process determined the relationship between labor and output.

This model reflected the industry practice whereby standard crew agreements between labor and management specified the number of each kind of workers at different levels of output, with individual workers shifting vertically within job sequences according to seniority and training. Thus, the worker accepted promotion as a source of higher pay and demotion as an alternative to the costs of shifting jobs; the employer sustained a source of skilled labor, retained the workers he had trained, and minimized labor costs when output declined.

VOLUME 1
1969

NTIS PB184069/AS

VOLUME 2
1969

NTIS PB184070/AS

5-171 Labor Supply in the Construction Industry: A Case Study of Upstate New York

CORNELL UNIVERSITY
ITHACA, N.Y.

Howard G. Foster

Grant 91-34-68-51
Project completed fiscal year 1969

Descriptors: APPRENTICESHIP; CONSTRUCTION INDUSTRY; SEASONAL EMPLOYMENT; LABOR SUPPLY; NEW YORK

This study described, analyzed, and evaluated the sources, development, and allocation of skilled workers in the construction industry in four Upstate New York cities. It was based on interviews with about 70 industry representatives and questionnaire returns from about 800 construction craft workers—bricklayers, carpenters, electricians, and operating engineers. In the analysis, two forms of labor force adjustment to changes in labor demand were distinguished—"short-term" (seasonal) and "long-term" (year to year).

Long-term adjustments involved questions of training, mobility, and the institutional rules and procedures which governed entry of workers into the industry. The researcher found that apprenticeship had fulfilled its function—supplying the industry with a key group of workers with a broad knowledge of their trades—better than previous studies had suggested. The number of apprentices trained was found to be largely under the control of local unions, whose decisions were greatly influenced by the prospect of seasonal unemployment among apprentices.

Unlike apprentices, most construction workers were found to enter the industry with little or no prior preparation and acquire skills informally on the job. As for rules governing entry, it was found that when jobs were plentiful, unions did not resist the employment of nonmembers.

The seasonal adjustment process which characterized the construction industry was found to be at best imperfect. Summer workers had relatively low skill levels, and their number was limited by the small proportion of "entry-level" jobs on any worksite. However, the researcher estimated that a substantial proportion (25-40 percent) of the seasonal entrants were retained in the permanent construction work force.

Nevertheless, the researcher concluded that long-term adjustments to changes in labor demand worked more smoothly than short-term ones. Although seasonality created opportunities for some new entrants to advance rapidly, it simultaneously prevented summer employees who were not retained from systematically building up their skills.

These findings, plus a review of antiseasonal measures in foreign countries, particularly Canada, led the researcher to make several recommendations for U.S. policy. Included was establishment of a system of subsidies for winter building, geared to savings in unemployment insurance benefits.
1969

NTIS PB184045/AS
Also available from "Nonapprentice Sources of Training in Construction," *Monthly Labor Review*, February 1970, pp. 21-26; "Labor-Force Adjustments to Seasonal Fluctuations in Construction," ILRR, vol. 23, No. 4, July 1970, pp. 528-540

5-172 Determinants of Geographic Differences in the Supply of Physician Services

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John Walter Hambleton

Grant 91-53-69-09
Project completed fiscal year 1971

Descriptors: GEOGRAPHIC LOCATION; PHYSICIANS; ECONOMIC AND SOCIAL CONDITIONS; LABOR SUPPLY

This study focused on the relative importance of factors underlying a physician's choice of location for his practice, primarily focusing on income and "net advantages" (such as recreational and camping facilities, reasonable and attractive housing, and good schools) but also on the availability of pharmacists and other medical personnel, hospitals, and government-subsidized medical care for elderly and welfare patients. Using 1960 census data, the study analyzed and compared the major determinants of the distribution of general

practitioners, specialists, and intern-residents by State, county, and postal zone.
1972

NTIS PB197270/AS

5-173 A Model of the Household Supply of Labor Over the Life Cycle: The Labor Supply Decision of Married School Teachers

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Wendy Lee Gramm

Grant 91-15-70-18
Project completed fiscal year 1971

Descriptors: LABOR SUPPLY; WOMEN; TEACHERS; MODELS; HOUSEHOLDS; CONSUMPTION; LEISURE; ILLINOIS, CHICAGO

This study developed a model of consumer choice from which implications were derived about the life-cycle labor supply patterns of married women, with special reference to the effect of the presence of children on the household's economic decisions. In the model, the woman's decisions to teach (or not) and to be a substitute or a regular teacher were assumed to maximize the household's utility, discounted and integrated over the life of the household. Household utility in any period was defined as a function of the total amount of consumption in that period and the amount of leisure (time not spent at market labor) of the wife and of the husband. The model specified how the household utility function changes over time to reflect the presence and aging of children in the household by affecting the marginal utility of household consumption and of the wife's leisure time. The model was tested with data obtained by questionnaire from 45 former teachers, 126 part-time teachers, and 269 full-time teachers in suburbs of Chicago.

The finding that women with young children tended to spend less time teaching, confirmed the hypothesis that the ages of children were very important in explaining variations in the workloads of married women. In two-child families, the age of the second child did not affect the wife's work pattern as much as the age of the first child.

It was also found that the woman's labor supply was negatively related to the husband's wage and positively related to her own wage. This latter relationship was very weak for substitute teachers; once a woman decided to be a substitute teacher, her wage did not determine how many days per week she worked.
1972

NTIS PB200513/AS

5-174 The Economics of Military Manpower Supply in Canada

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Ernie S. Lightman

Grants 91-06-71-07 and 91-06-72-16
Project completed fiscal year 1973

Descriptors: ARMED FORCES; RECRUITMENT; LABOR SUPPLY; ECONOMIC ANALYSIS AND ECONOMETRICS; WAGES; VOLUNTEERS; CANADA

This labor market analysis of Canada's all-volunteer armed forces focused on the roles of economic conditions and of institutional, cultural, or other "taste" factors in determining applicant rates.

The researcher constructed and tested a model to explain regional and service differences in application rates for enlistment. The primary economic variables were the ratio of military wages for new recruits to average earnings in private nonagricultural industry and the unemployment rate in the five Canadian regions. The economic variables were held constant to analyze differences in "taste" for the three services among the several regions. Published data and special tabulations supplied by the Canadian Department of Defense were used in the analysis, which related primarily to the 1965-69 period.

The study concluded that each branch of the service operated within its own distinct context. The air force drew the highest quality labor force—that facing the widest range of civilian alternatives—and thus was sensitive to minor changes in the civilian economy. The army attracted the lowest quality labor with the fewest civilian employment opportunities (the Atlantic provinces, the winter months), and thus was relatively insensitive to minor changes in the civilian economy. The navy represented a noncompeting group in which applicant rates did not vary systematically with economic conditions, but regional "tastes" were of major importance, with applicants from Quebec showing a strong distaste for the navy, which has clung more tenaciously to British traditions than the other branches of the service.

In all parts of Canada except the Atlantic provinces, variations in overall applicant rates were attributed largely to relative economic conditions. In the Atlantic provinces, the strong "taste" for the army—and hence military service as a whole—was traced to the army's low admission standards and the low educational levels in Quebec.
November 1972

NTIS PB213392/AS

5-175 Elasticity of Demand for Labor: A Cross-Section Study of Wood Products Industries

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Erwin A. J. Dreessen

Grant 91-06-71-15
Project completed fiscal year 1972

Descriptors: ELASTICITY OF LABOR DEMAND; WOOD PRODUCTS INDUSTRY; WAGES; LABOR SUPPLY

This study examined the relationship between wages and employment in millwork and furniture plants in 3 postwar years (1958, 1963, and 1967).

Using census and other data for States, the relationship was estimated within a simultaneous equation system describing supply and demand in the labor market, holding the volume of output constant. The theoretical and empirical literature was also reviewed, and postwar changes in the structure of the lumber and furniture industries were described.

The main finding was that the demand for labor in these industries was significantly and negatively related to wages.
1972

NTIS PB210520/AS

5-176 The Social Science Ph.D. in Corporate Industry

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Michael W. Stebbins

Grant 91-06-71-31
Project completed fiscal year 1972

Descriptors: LABOR DEMAND; CORPORATIONS; DOCTORAL DEGREES; SOCIAL SCIENCES

This research examined the prospects for the demand for and use of social science Ph.D.'s in corporate industry, because of the surplus foreseen in academic markets.

The major sources of data were interviews with 105 Ph.D.'s in New York, San Francisco, Los Angeles, and Chicago (an 88 percent response rate) and questionnaires completed by 65 personnel executives in *Fortune* 500 firms (a 36 percent response rate). The research identified the work activities for social science Ph.D.'s employed in corporate settings, including the work performed by certain Ph.D. specialities. An attempt was also made to identify and evaluate the determinants of demand.

The only significant predictor appeared to be organizational size, which accounted for 22 percent of the variance in current demand. The executives' statements suggested that corporate demand for Ph.D.'s may increase at a 6.3 compound annual percentage rate from 1972 to 1982—about the rate previously forecast. Personnel executives believed that economists, psychologists, statisticians, and business administration Ph.D.'s would enjoy highly positive receptions, while sociologists, education doctorates, political scientists, and anthropologists were not expected to enter corporate industry in great numbers.

A model for using social science Ph.D.'s in industry was outlined, and three conceptually different role orientations—basic researchers, internal consultants, and careerists (support staff and line managers)—were identified. Each of the role orientations was associated with different levels of organizational influence and different types of personal conflict (for example, underutilization of talents). The interviewed Ph.D.'s were classified by their role orientation, and the link between this and their reported work activities was examined.

The resulting typology gave good predictions of behavioral scientists' influence in the organization, but not for economists. It was not so good for predicting conflict. Feelings of underutilization were prevalent; only about one man out of five said his particular job required a Ph.D.

December 1972

NTIS PB213533/AS

5-177 The Demand for Municipal Employees

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Robert E. Hopkins

Grant 91-42-74-07
Project still in progress

Descriptors: STATE AND LOCAL GOVERNMENTS; LABOR DEMAND

This study of the determinants of municipal employment focuses on the effects of the degree and source of control for city expenditures. The basic theoretical structure of the study is the same as that employed in grant 91-17-71-26.

Using Census of Governments data for 41 major cities, the candidate is estimating employment equations for 12 categories of city government activity.

5-178 Estimating the Distribution of the Demand for Workers by GED/SVP Category in the U.S. Economy

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Paul L. Altieri

Grant 91-25-74-37
Project completed fiscal year 1976

Descriptors: PRODUCTIVITY; LABOR DEMAND; LABOR SUPPLY; INPUT-OUTPUT MODELS; FEDERAL FUNDING

The purpose of this model was to estimate the demand for workers by General Educational Development (GED) and Specific Vocational Preparation (SVP) characteristics under varying conditions of final demand. This study incorporated the heterogeneous nature of labor demand directly into the model and identified those situations in which the supply characteristics of workers and the changes in the employment/output ratios would have an effect upon the estimates of the demand for workers.

The data for the matrix of the industrial demand for workers by GED/SVP classification were obtained from the 1960 census data on occupations by industry, and Department of Labor classifications of occupations by GED and SVP categories. The 1967 input-output model from the Bureau of Economic Analysis was used to estimate the levels of output by industry. The census and input-output industrial sectors were redefined on the basis of standard industrial classification codes in order to establish a consistent set of industries to be used in the model.

The resulting model could be used to predict the employment impacts of a change in the final demand for goods and services, and to devise an expenditure program which would offset the employment effects of that change. Thus it could be a useful policy tool for evaluating the potential impact of our need for specific employment and training programs, as well as in estimating the employment effects of changes in the government's vector of final demands.

1976

NTIS PB267081/AS

5-179 The Labor Market for Ph.D. Economists

VANDERBILT UNIVERSITY
NASHVILLE, TENN.

Charles E. Scott

Grant 91-47-76-46
Project still in progress

Descriptors: ECONOMISTS; DOCTORAL DEGREES; LABOR DEMAND; LABOR SUPPLY

This study is exploring the labor market for Ph.D. economists in an effort to assist educators and government policymakers in alleviating disequilibrium in the market and to help individuals avoid costly mistakes in human capital decisions.

The study involves an analysis of time series data on the output of Ph.D.'s from universities, their starting salaries, and other measures of market demand.

5-180 An Economic Study of the Supply of Nursing Supervisors in Labor Markets Across Canada in 1971

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Barbara S. Goldman

Grant 91-11-77-15
Project still in progress

Descriptors: NURSES; TURNOVER; LABOR SUPPLY; JOB SATISFACTION; WAGES; CANADA

The objectives of this research are to determine the impact of the level and structure of wages and job satisfaction on the supply of nursing services in Canada and to propose policy alternatives that will have an effect on the amount, efficiency, and distribution of services offered by employed nurses.

The study is examining three dimensions of labor supply: (1) Time spent in the labor market (measured by the average number of hours worked in a given week and the number of weeks worked per year); (2) labor market attachment (measured by the proportion of nurses who worked during a previous period of time and are still working during the reference period and the average number of months that nurses worked for the same employer); and (3) job attachment (measured by the average number of months a nurse has worked at the current job and the turnover rate of nurses working in a hospital).

The investigator is carrying out both factor and multiple regression analysis of data on nurses aggregated by counties (or census divisions) in Canada for the year 1971.

5-181 Inventory Investment and the Short-Run Demand for Labor

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Robert J. Rossana

Grant 91-24-77-34
Project still in progress

Descriptors: LABOR DEMAND; MODELS; INDUSTRY PRACTICES; INVESTMENT; PRODUCT DEMAND; MANUFACTURING

This study will investigate two broad aspects of the interaction between inventories or unfilled orders and labor input in a dynamic theory of the firm. First, a theoretical framework will be developed for firms that produce only to stock and firms producing solely to order. This model will examine the determinants and interrelationships among employment, hours, and finished goods inventories. Second, an empirical investigation will be conducted using least square techniques on aggregate and two-digit industry data from *Manufacturers Shipments, Inventories and Order Series*, published by the U.S. Department of Commerce, and *Employment and Earnings*, published by the Bureau of Labor Statistics, to assess the ability of the model to explain movements in these variables. The model should contribute to the understanding of the response of employment, hours, and inventories to exogenous shocks, such as monetary and fiscal stimuli.

5-182 Flexing the Flexible Accelerator: The Influence of Layoff and Inventory Costs on the Cyclical Demand for Labor and Inventories

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Steven Neil Braun

Grant 91-42-78-09
Project still in progress

Descriptors: LABOR DEMAND; BUSINESS CYCLE; ECONOMIC FORECASTING

The study will investigate several potential responses of business firms to cyclical movements. It will analyze three options—accumulating inventories, laying off employers, and cutting hours—and develop a model that embodies the trade-offs, based on relative costs, among the options.

An econometric model, developed and tested using monthly data for the primary metals industry, is being expanded to other industries.

Findings from this study should help to improve forecasting of unemployment by industry and may be especially useful in evaluating the impact of unemployment compensation payments on layoffs.

5-183 Family Composition and the Labor Force Activity of Married Women in the United States

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

James A. Sweet

Grant 91-24-66-22
Project completed fiscal year 1969

Descriptors: LABOR SUPPLY; WOMEN; FAMILIES; MOTHERS

This study examined the influence of family composition on the employment of women, using data from the 1/1,000 sample of the 1960 census on married women under 60 years of age who were living with their husbands in nonfarm locations.

The researcher found a large increase in the proportion of mothers employed when their youngest child reached age 1 and regular yearly increases thereafter until the child reached age 13, when the proportion employed leveled off. This pattern was the same among white and nonwhite women, except that for the very poor white women there was a jump in employment when the youngest child reached school age.

The probability of employment among mothers between the ages of 20 and 44 was influenced much less by their own age than by the number and ages of their children.

Like age, education had little influence on employment of women with children under 6 years of age. For women with no preschool children, employment increased sharply with educational attainment. For nonwhite women, educational attainment had little effect on the employment rate, other than the sharp rise for those with college educations.

Similarly, husband's income had much less effect for nonwhite than for white wives.

1969

NTIS PB179689/AS
Also available in *Demography*, April 1970 (article)

5-184 Labor Force Participation and Business Fluctuations: An Analysis by Cyclical Stages

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Thomas Frederick Wilson

Grant 91-34-67-44
Project completed fiscal year 1970

Descriptors: LABOR FORCE PARTICIPATION; BUSINESS CYCLE; EMPLOYMENT; AGE DIFFERENCES; SEX DIFFERENCES; UNEMPLOYMENT

This study focused on the timing of labor force entry and withdrawal over the course of the business cycle. It analyzed the rates of labor force participation in the various cyclical stages for the entire working age population and for major age-sex groups for the period 1948-67. Published data from the decennial census and the Department of Labor were used, with other research on the subject.

The amplitude of cyclical swings in the overall labor force participation rate appeared more moderate than commonly accepted, after the data were adjusted for the impact of measurement errors and noncyclical factors. In the postwar years, it appeared, a cyclical increase (decrease) of 100 in employment was accompanied by an increase (decrease) of approximately 20 in the labor force, roughly half the size of the typical, published magnitude.

Through the business cycle, changes in the size of the labor force (aside from those associated with population growth) appeared to be related to the magnitude of the change in employment and the severity of unemployment. From the time when the overall unemployment rate dropped to roughly 5.5 percent to the peak of the business cycle, growth in the labor force seemed closely related to the growth in the rate of employment.

Contrary to the usual findings for age-sex groups, the study suggested that the participation rates of men 55 to 64 years of age and women 45 to 54 years of age behaved according to the "additional-worker" hypothesis. There was some weak evidence suggesting that the participation rates of women 55 to 64 and 65 and over also move contracyclically. Another difference from other studies was that the participation rate of men 20 to 24 years of age did not respond to cyclical changes in the demand for labor. In agreement with published findings, participation rates of male teenagers and of women 16 to 44 years of age responded positively to cyclical fluctuations in the

demand for labor, while the rate for men 25 to 54 years of age was not sensitive to the same variations.

As the economy passed from prosperity to recession, therefore, the composition of the labor force appeared to shift from relatively more younger persons to relatively more older persons.

1972

NTIS PB191699/AS

5-185 The Labor Force Participation of the Urban Poor

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Larry Bruce Sawers

Grant 91-24-68-75
Project completed fiscal year 1970

Descriptors: POVERTY AREAS; MINORITIES; GEOGRAPHIC LOCATION; EDUCATIONAL ATTAINMENT; LABOR FORCE PARTICIPATION

This study investigated differences in patterns of labor force participation among the urban poor, including whites, blacks, Puerto Ricans, and Mexican Americans *of the same age, sex, and marital status*, and explored the extent to which these differences reflect variations in educational attainment and geographic distribution.

Little difference in patterns of labor force participation was found between white and black married men, but Mexican American men were somewhat more likely to be in the labor force than white men. Among unmarried men, blacks were slightly less likely to participate than the others. Participation by Puerto Rican men appeared to roughly parallel that by comparable white men.

Differences were much more marked for women than for men. Black and Mexican American married women over 30, especially those with preschool children, and to a lesser extent Puerto Rican women in their prime working ages, were much more likely to participate in the labor force than white women. Compared with their white counterparts, participation rates were much lower for young single black women and older Puerto Rican and Mexican American women.

With minor exceptions, the differences in labor force participation for the various groups were apparently unrelated to their geographic distribution. It was found that the urban poor lived in labor markets which on the average were quite similar, although Mexican Americans lived under slightly less favorable circumstances. However, the level and structure of labor demand in the area affected participation by groups of the poor differentially. For example, participation rates of the young and the old were more sensitive to labor demand than were those of the middle-aged group in all four racial and ethnic subgroups, while a strong local demand for low-skilled workers, measured by several indexes developed in the research, favored the participation of certain racial and ethnic groups.

Puerto Ricans and Mexican Americans were the least educated and whites were the best educated, with blacks occupying an intermediate position. Although the data were not ideal for the purpose, they indicated that differences in educational attainment could explain much of the differences in participation among the subgroups of the poor except for black married women, Puerto Rican women of prime working age, and possibly Mexican American men.

In summary, "a discouragingly small portion" of the differences in labor force participation between the racial and ethnic subgroups of the urban poor was explained by differences in educational attainment and geographic distribution.

1972

NTIS PB186131/AS

5-186 An Analysis of Youth Labor Force Participation, School Activity, and Employment Rates

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert Irving Lerman

Grant 91-23-68-77
Project completed fiscal year 1970

Descriptors: YOUTH; LABOR FORCE PARTICIPATION; EMPLOYMENT; STUDENTS; STANDARD METROPOLITAN STATISTICAL AREA (SMSA)

This study examined factors affecting labor force participation, school attendance, and employment rates of 16- to 21-year-old youth living in the 96 largest standard metropolitan statistical areas (SMSA's) in March 1967. the major source of data was the March 1967 Current Population Survey (CPS), which contained records of some 14,000 individuals in the selected age group. The addition of special data which combined individual, family, and area information allowed new tests of a number of hypotheses.

Among the hypotheses tested were the so-called discouraged worker and added worker hypotheses. Discouragement effects on labor force participation were observed in the differences in area unemployment rates and the employment changes between areas with poor employment conditions and other areas, but not within the good to medium range of area conditions. The effect of area conditions differed substantially between students and nonstudents and between graduates and nongraduates of high school, but not by race or residence in a poverty tract. Differentials in participation rates for these latter two variables—though not the rates themselves—were fairly uniform regardless of local conditions. While added worker effects were not significant for youth as a whole, they appeared important to black students and low-income nonstudents. Family income in 1966 was only slightly related to labor force participation in March 1967 but had a pronounced negative impact on hours worked in 1966.

High unemployment rates and low SMSA wages encouraged high levels of school attendance, with the same nonlinear pattern found for discouragement effects. Residence in poverty tracts reduced school activity directly, but being black did not, until allowance was made for the effects of blacks' lower labor force participation rates.

Employment rates were not significantly affected by age differences in the 16-to-21 age range, per se, but were influenced by factors associated with age, such as experience and family status. Nor were the rates highly sensitive to differences in conditions among the areas studied, again with the exception of the areas where unemployment was highest.

Race was a major factor affecting youth employment chances, even after controlling for the effects of many individual and area variables. However, high school graduation and previous work experience, especially in a relatively high-skilled job, benefited young blacks as much as or more than young whites. Family income was found to be relatively unimportant, but family heads in occupations with hiring power were able to improve significantly the employment chances of their children. Poverty tract residence reduced youth employment rates more sharply for blacks than for whites. Being a member of a family headed by a woman reduced employment rates for black youth but not for whites. black youth in general showed greater sensitivity than white youth to family variables.

In his concluding chapter, the researcher examined inconsistencies between his findings and those of other studies of youth employment problems and the policy implications of his study.

1972

NTIS PB190463/AS

5-187 The Economic Determinants of Labor Supply for the Urban Poor

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

C. Russell Hill

Grant 91-25-69-29
Project completed fiscal year 1971

Descriptors: LABOR SUPPLY; BLACK/WHITE; MEN; INCOME DIFFERENTIALS; HOUSEHOLDS

This study investigated the effects of economic and demographic factors on the quantity of labor supplied by white and black male heads of poor families, in comparison with the nonpoor. A model was constructed based on the concept that individuals allocate their time between labor force participation and all other pursuits so as to obtain maximum utility for the family as a whole. In this model, the amount of labor supplied depends on tastes, "effective wage rates," nonlabor income (separated between investment income and transfer payments), net worth, educational attainment, health, and number of dependent children. The model was tested on data for some 325 poor and 855 nonpoor families from the 1966-67 Survey of Economic Opportunity.

The researcher concluded that his definitions of the amount of labor supplied and the effective wage rate—both of which took account of hours spent looking for work as well as at work—gave more appropriate measures than those in similar studies. However, he pointed out that large standard errors of estimate limited the use of the results for prediction.

1972

NTIS PB194796/AS

5-188 A Predictive Study of Employability Among the Visually Impaired with the California Psychological Inventory

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Bernard A. Bast

Grant 91-24-70-14
Project completed fiscal year 1973

Descriptors: HANDICAPPED; FEASIBILITY STUDY; EMPLOYABILITY DEVELOPMENT; CALIFORNIA PSYCHOLOGICAL INVENTORY (CPI); PREDICTION OF SUCCESS IN PROGRAMS

This study examined the effectiveness of the California Psychological Inventory (CPI) as an instrument for identifying personality trait differences between groups of employed and unemployed blind, and whether such differences could be used to predict employability among the blind.

This study consisted of standardization and cross-validation phases. The standardization sample included 51 visually impaired males who were employed full time for at least 2.8 years in occupations not requiring a college degree, and 50 visually impaired males who were unemployed for at least 2.7 years. The CPI was administered by a tape recording of the items and demographic information was obtained through interview.

The unemployed scored significantly lower than the employed on nine of the CPI scales. Analysis of the differences suggested the dissimilarity of personality traits between the employed and unemployed. The employed seemed to have stronger feelings of self-worth, to be less inhibited by excessive fear, and to have a greater capacity for both adaptive behavior and commitment to goal-directed activities. The employed seemed more permissive and ready to accept the personal beliefs of others, and less authoritarian and self-centered than the unemployed.

In general, the results provided a useful approach to employment prediction and identified certain relationships between personality traits and employability. The CPI appeared to be a useful instrument with the visually impaired.

May 1973

Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor Mich. 48106.

5-189 Changes in Labor Force Participation

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Michael D. Hurd

Grants 91-05-70-42 and 91-06-71-33
Project completed fiscal year 1973

Descriptors: LABOR SUPPLY; INCOME; WAGES; SOCIODEMOGRAPHIC CHARACTERISTICS; FAMILIES; MODELS

This study investigated the causes of the changes between 1959 and 1967 in labor force participation by age, race, and sex. It developed a model which assumed the family made decisions about the labor supply of its members, so that an individual's participation depended not only upon his own real wage but the wage of every other member and upon the real nonwage income of the household. Other explanatory variables were presence of children, school attendance, and age.

Changes in labor force participation that would have been expected because of changes in the wage, income, and personal variables were estimated separately by race, sex, and position in the household. The major data sources were the 1960 census 1/1,000 sample, the 1967 Survey of Economic Opportunity, and the 1967 Current Population Survey.

When compared with official statistics on labor force participation, the estimates gave very good predictions of changes for white males, fair predictions for black males and females, but very inaccurate predictions for white females.

Among the variables studied, wage changes were the most important cause of changes in participation, even among male heads of households, whose participation was generally thought to be unresponsive to wage rates. Demographic variables, such as marriage and fertility rates, change so slowly that they accounted for very little of the changes in participation during the 8-year study period.

September 1972

NTIS PB220517/AS

5-190 The Life Cycle Allocation of Time in a Family Context

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

James P. Smith

Grant 91-17-71-17
Project completed fiscal year 1973

Descriptors: FAMILIES; LEISURE; LABOR SUPPLY; MODELS

This study of the life-cycle labor force patterns of married men and women focused on family decisions about the distribution of the members' lifetime stock of time between market and nonmarket activities and possible substitutions of time between members. The theory formulated was that labor force patterns are influenced by life-cycle wage patterns, interest rates and time preferences, and nonmarket productivity changes. A model was developed for estimating the amount of time required in home production in every period for each family member.

To test the model, the researcher used data from the 1967 Survey of Economic Opportunity for nonfarm black and white families whose husbands were between the ages of 18 and 65 and had worked in 1966. It was assumed that data grouped by age of husband corresponded to a cohort at a particular stage of the life cycle.

Market observed behavior was found to be consistent with the model.

May 1973

NTIS PB220330/AS

5-191 Labor Force Participation and Fertility for Women with Young Children in Rhode Island: An Analysis of Their Interactions and Antecedents

BROWN UNIVERSITY
PROVIDENCE, R.I.

Frank L. Mott

Grant 91-44-71-51
Project completed fiscal year 1973

Descriptors: LABOR FORCE PARTICIPATION; FERTILITY; WOMEN; MOTHERS; LABOR FORCE BEHAVIOR; RHODE ISLAND

This study concerned the relationships between work and fertility and the ways in which they are affected by the wife's and, to a lesser extent, the husband's background. A chronological life-cycle model was developed to indicate how early childhood factors affect pre-adult behavior, which in turn may affect adult behavior directly.

Data were from 1,578 once-married female respondents in the Rhode Island Health Survey, collected in 1967, 1968, or 1969. This study divided the women into two groups, under the age of 50 and 50 and over.

Premarriage factors contributed little to explaining work and fertility of these married women, especially the younger ones. But early work experiences influenced later job holding. For older women, prior work was related to number of children. But for younger women the background experiences associated with number of children were not often those that were related to below-average working habits. In fact, some premarriage factors related to both work and childbearing were positively related to both higher fertility and above-average working propensities.

The economic motive for work seemed by far the most important. If working tendencies are economically based, they may be more easily changed than if they were deeply ingrained from childhood.

September 1972

NTIS PB212129/AS

5-192 The Interrelationship Between Female Employment and Fertility: A Secondary Analysis of the Growth of American Families Study, 1960

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Geraldine B. Terry

Grant 91-12-71-53
Project completed fiscal year 1974

Descriptors: EMPLOYMENT PATTERNS; LABOR FORCE PARTICIPATION; FERTILITY; WOMEN

This research focused on the work-fertility relationship in a modern society, considering the relative strengths of the possible causal paths through time and paying attention to interrelated characteristics which might account for the relationship.

Data for presently married American women in the age range 18 to 44 who were interviewed in the 1960 Growth of American Families Study were examined. Hypotheses were tested analyzing the 2,297 women for whom all possible causal flows existed (i.e., normally fecund women).

The research indicated that neither work nor fertility was a unidimensional phenomenon. Factor analysis suggested at least four dimensions to employment: Type of work; length of work (or percentage of time that the respondent has worked); current work (or recent work); and work relative to particular stages of the family cycle. Fertility contained at least three dimensions: Realized or expected fertility; desired fertility; and the spacing of births. In the correlation and regression analysis, the percentage of time worked during marriage showed a stronger relationship than any other measure of employment. Among women in the childbearing years in the U.S. in 1960, there was no significant relationship between any measures of employment and their fertility desires. Nor was there any relationship between their employment and their husbands' fertility desires (as reported by the women).

June 1973

NTIS PB223239/AS

5-193 The Timing and Spacing of Births and Women's Labor Force Participation: An Economic Analysis

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Sue Goetz Ross

Grant 91-36-72-35
Project completed fiscal year 1974

Descriptors: WOMEN; MOTHERS; LABOR FORCE PARTICIPATION; LABOR SUPPLY; FERTILITY; NATIONAL LONGITUDINAL SURVEYS

This research analyzed some economic aspects of the timing and spacing of births and examined women's labor force participation relative to this timing and spacing.

Two sources of data were used: The 1965 National Fertility Study conducted by the Office of Population Research, Princeton University, and the 1967 National Longitudinal Survey of Work Experience of Women 30-44. The focus was on 585 white non-Catholic mothers who had been married only once, whose husbands had been married only once, who did not live on a farm at the time the interviews were made, and who were old enough to have almost certainly completed childbearing. Comparisons were made between this primary subset of the NFS and other subsets, such as Catholics, mothers of two or more children, and women who had been married one or more times.

It was found that: (1) Women with more education had a greater labor force commitment and acquired more depreciable market skills; (2) the income effect depended on both the level and timing pattern of income; (3) women with more education were significantly less than 1 year older for each additional year of schooling; (4) the husband's education had a positive effect on wife's age at first birth. Thus, it appeared that the price of time and the family income affected the number, timing, and spacing of births. In addition, women with high potential wage rates were more likely to work after having children and enter the labor force sooner after the birth of the last child; and women with high family incomes were less likely to work after having children and enter the labor force later after last birth if they did work.

April 1974

NTIS PB231342/AS

5-194 Social Inequality and Labor Force Participation

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Jonathan King

Grant 91-06-72-38
Project completed fiscal year 1974

Descriptors: ETHNIC GROUPS; AREA DIFFERENTIALS; LABOR FORCE PARTICIPATION; MINORITIES; SOCIAL STRUCTURE; METROPOLITAN AREAS

This study developed a model in which the labor force participation rate of persons of a given sex and ethnic or racial group, observed in different areas of the country, was a function of several variables, measured as area rates.

A linear regression model fitted with SMSA data from the 1970 U.S. Census of Population was used to test theoretical

statements concerning the relationship between labor force participation rates and the following independent variables: Average age, average years of education, vocational training rate, disabled rate, unemployment rate, change in employment rate, wage rate, average nonlabor income, marriage rate, proportion of women with young children, wage/social inequality, and unemployment/social inequality rates.

Four of the variables were unique: rates of vocational training, disability, wage/social inequality, and unemployment/social inequality. The study found that the vocational training rate performed generally as anticipated (with increases in area vocational training rates leading to increases in area group labor force participation rates), but the results for the disabled rate and the two social inequality rates were ambiguous. Average age, unemployment rate, wage rate, and marriage rate performed as expected from theory. The results of the unemployment rate gave excellent confirmation of results of previous related studies.
1973

NTIS PB231269/AS

5-195 The Employment Behavior of Husbands in Two-Worker Families: An Empirical Investigation

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Marta Whitmer Mooney

Grant 91-06-76-08
Project completed fiscal year 1978

Descriptors: CAREER ASPIRATIONS; MOTIVATION; JOB PERFORMANCE; LABOR MARKET BEHAVIOR; FAMILIES; MEN; LABOR SUPPLY; WORKING WIVES

This study attempted to isolate and measure the specific differences in employment behavior between men in one-worker and two-worker households that explain the characteristically lower earnings of the latter group. The empirical analysis was based on a selected subset of white, urban families surveyed as part of the Panel Study of Income Dynamics.

The preliminary findings suggest that changing social norms favoring more symmetrical economic roles for marriage partners will be accompanied by structural shift in the characteristic behavior of husbands that increases the income elasticity of their labor supply. As a result, the family unit can absorb some of the employment pressures generated by increases in female labor force participation rates. However, the extent to which it can do so is limited by both the partners' attitudes towards their appropriate family roles and industrial relations practices that discourage flexible work schedules and/or work sharing arrangements. Hence, without a dramatic shift in social norms and personnel policies, the family unit can be expected to provide only limited relief from employment pressures.
September 1977

NTIS PB273981/AS

5-196 Marital Status Change and Labor Force Readjustments: An Analysis of Female Heads of Families

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Linda S. Rosenman

Grant 91-29-76-21
Project completed fiscal year 1977

Descriptors: ADJUSTMENT; LABOR FORCE PARTICIPATION; NATIONAL LONGITUDINAL SURVEYS; WOMEN; FAMILIES; MARITAL STABILITY

The primary focus of this research was on the adjustments in labor force behavior made by women after they were widowed, divorced, or separated. A second focus was on those factors that influence a woman's decision to invest in additional training or education after her marriage ends. An underlying hypothesis was that a woman's labor supply decisions were made on the basis of the relative values of her market, home, and leisure time and that changes in the relative values of these factors should lead to variations in the amount of time spent in the labor force.

The data base, consisting of over 5,000 women, was drawn from the National Longitudinal Surveys of mature women in 1967, 1969, and 1971. A subsection of 275 women whose marriages ended during the course of the survey comprised the sample of female heads of families.

The results indicated that: (1) Whether a married woman worked was negatively related to the level of family income; (2) after a marriage ended, women were likely to increase their hours in the work force; (3) income from transfer payments and presence of small children had negative effects on female labor force participation; and (4) availability of job opportunities had a positive relationship to work.
February 1977

NTIS PB273767/AS

5-197 A Simultaneous Equation Model of the Labor Force Participation Rate of Prime Age Males

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Robert J. Gitter

Grant 91-55-76-31
Project still in progress

Descriptors: LABOR DEMAND; LABOR SUPPLY; LABOR FORCE PARTICIPATION; WAGES; MEN

This study examines three important issues—the demand for labor, the supply of labor, and the interaction of the two with the wage rate—as they apply to men. Two problems are specifically addressed: (1) Determining what factors influence the demand for labor in the community and (2) estimating the labor supply curve while allowing for the confounding effects of demand.

The 1970 Census of Population provides most of the data on employment status, income, and demographic characteristics needed for the study. Three equations measuring supply, demand, and wage rates are tested, using standard statistical techniques.

5-198 The Retirement Decision: Estimation of a Labor Supply Function for Older Males

CORNELL UNIVERSITY
ITHACA, N.Y.

Jack E. Whiting, Jr.

Grant 91-36-76-40
Project still in progress

Descriptors: OLDER WORKERS; AGING; LABOR SUPPLY; MEN; RETIREMENT; NATIONAL LONGITUDINAL SURVEYS

This study is attempting to derive a theoretical model for determining the labor participation/labor supply decisions of older males, aged 45 to 59. The model takes into account not only the impact of the aging process and health factors on the retirement decision, but also the effect of public policy directed at the welfare of the aged (for example, the Employment Retirement Income Security Act of 1974). It is expected that the methodology developed will make it possible to generalize on the entirety of the available labor supply responses of older workers.

The chief source of data for the project is the National Longitudinal Survey, which provides information on a sample

of 5,000 males who were between the ages of 45 and 59 in 1966. Standard econometric methods are being used in the development of the model.

5-199 The Pattern of Women's Labor Supply

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Donald A. Larsen

Grant 91-29-76-62
Project still in progress

Descriptors: PART-TIME EMPLOYMENT; LABOR SUPPLY; WOMEN; WOMEN'S OCCUPATIONS

This study investigates the determinants of female labor supply and in particular explores the decision to work part time or part year. It should provide important evidence on how the particular constraints surrounding married women affect the weeks-hours trade-off. The model being developed should be useful both in indicating whether and how the current structure of jobs inhibits rewarding work experiences for married women and in suggesting institutional changes that might reduce underemployment.

5-200 A Theoretical and Empirical Analysis of Labor Force Participation, Human Capital Investment, and Fertility Over the Life Cycle: The Case of Married Women

CARNEGIE-MELLON UNIVERSITY
PITTSBURGH, PA.

V. Joseph Hotz

Grants 91-55-77-07 and 91-42-78-15
Project still in progress

Descriptors: WOMEN; NATIONAL LONGITUDINAL SURVEYS; HUMAN CAPITAL; FERTILITY; LABOR FORCE PARTICIPATION

In the first part of this study the investigator is attempting to construct a theoretical model of the labor force participation behavior of women from marriage until death. The basic assumption of the model is that women plan their families and allocate their time in such a way as to maximize their own utility over the entire period. In the second part of the study, data from the mature women's cohort of the National Longitudinal Surveys will be used to test the model's estimation properties.

5-201 The Economic Responsiveness of the U.S. Labor Force: A Longitudinal Analysis of Labor Supply

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Thomas A. DiPrete

Grant 91-36-77-51
Project still in progress

Descriptors: LABOR SUPPLY; NATIONAL LONGITUDINAL SURVEYS

Using longitudinal data on adults, this study will analyze labor supply changes over time for working-age members of the U.S. population. Models of labor supply will be developed with data from the Michigan Panel Study of Income Dynamics and the National Longitudinal Survey of Women. Income and substitution effects, based upon changes in labor supply in response to wage and income changes, will be estimated. Results from these longitudinal models will be compared with those of cross-sectional studies to determine whether longitudinal data can provide additional insights into the process of labor supply.

5-202 The Labor Force Participation and Fertility of Mothers: The Effect of Child Care Availability

COLUMBIA UNIVERSITY
NEW YORK, N. Y.

Liliane P. Floge

Grant 91-36-77-52
Project still in progress

Descriptors: MOTHERS; CHILD DAY CARE; LABOR FORCE PARTICIPATION

Research will focus on how the availability of child care affects women's labor force participation. It will also examine the efficiency of alternative theories in explaining the inverse relationship between women's fertility and labor force participation rates.

Data for the study will be drawn from a longitudinal survey of women in New York who had their first child in July of 1970, 1971, or 1972 and who were between 15 and 29 years of age at the time. The sample was drawn to include a representative cross section of women with respect to class, race, and marital status. Data analysis, incorporating numerous child-care, employment, demographic, and attitudinal variables, will be carried out using multiple regression techniques.

Findings of the study are expected to have implications for several areas of concern. They may permit improved estimates of the size of the potential but untapped female labor force, the extent to which child-care services may be needed, and the impact which increased availability of child-care services might have on women's fertility and labor force participation.

5-203 Labor Supply Behavior of Female Heads of Households: Extending the Classical Model to a Dynamic Framework

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

Andrew W. Braunstein

Grant 91-34-77-53
Project completed fiscal year 1978

Descriptors: WOMEN; LABOR SUPPLY; INCOME; WORK SCHEDULES; MODELS

This study examined the empirical labor supply behavior of female heads of households in the United States by dividing them into two groups—those with and those without choice over hours worked. In contrast to most existing studies, this analysis considered labor supply behavior in a dynamic framework, under the contention that people look beyond current economic conditions in making their labor supply decisions.

Parameter estimates for both the static and dynamic models varied greatly between the "free choice" and "choiceless" groups. The study notes that policymakers use labor supply model estimates to gage the labor supply reaction to various public programs. It argues that estimates based on data about individuals who cannot choose the hours they work could give a false indication of labor supply reaction to income maintenance and related programs.

May 1978

NTIS PB284395/AS

5-204 Social Security, Private Pensions and Labor Supply of Potential Retirees

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Anthony Pellechio

Grant 91-25-77-58
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; LABOR FORCE PARTICIPATION; LABOR SUPPLY; PENSIONS

This study examines how social security benefits, the earnings test, and private pension coverage influence labor force participation and labor supply of retirement-age individuals. Retirement is examined as both a decision on whether to work and a decision on how much to work.

5-205 Marital Mobility Constraints on Women's Occupational Mobility

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Nancy E. Dunton

Grant 91-55-78-08
Project still in progress

Descriptors: WOMEN'S OCCUPATIONS; OCCUPATIONAL MOBILITY; WOMEN

The researcher will assess the constraints placed upon the female labor force entry and occupational mobility by marriage and marital mobility (status acquired through husband's occupation). The idea that women have two principal avenues of attaining their social status through marriage and labor force activity will be investigated. Analyses will compare occupational and marital mobility and determine if employment in various occupational categories will change the mobility pattern. The researcher will analyze the influence of demographic and sociological factors on the previous decisions of women to choose either marriage or labor force activity, or both.

Data will be drawn from a study of a cohort of surveyed Wisconsin high school seniors. A one-third random sample of this cohort, conducted in 1964 and 1975, will also be used to gain information on occupational and educational attainments.

5-206 Determinants of the Age of Retirement and Patterns of Labor Supply During the Retirement Years

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Frank Sammartino

Grant 91-55-78-23
Project still in progress

Descriptors: RETIREMENT; TRANSITION FROM WORK TO RETIREMENT; OLDER WORKERS; PENSIONS

The objective of this research is to provide added information on the factors influencing the retirement decision of older workers. The analysis will focus on the patterns of labor supply before and after retirement, as well as on the age at which retirement occurs.

The researcher will analyze data from the Longitudinal Retirement History Survey and estimate models for older male and single female workers. Factors will be investigated that simultaneously determine the quantity of labor supplied in the period prior to retirement, the actual age at retirement, and the quantity of labor supplied in the period subsequent to retirement.

Results of the study are expected to contribute to the knowledge regarding: (1) The impact of social security on the retirement decision, (2) the impact of mandatory retirement, and (3) the pattern of labor supply and the timing of retirement.

5-207 Rural Female Labor Force Participation

UNIVERSITY OF CALIFORNIA
DAVIS, CALIF.

Christine R. Heaton

Grant 91-06-78-25
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; ECONOMIC WELFARE; RURAL AREAS

This study is designed to explore the determinants of rural female labor force participation in the United States. The objectives are threefold: (1) To explore differences in female labor force participation rates between counties and over time; (2) to examine the stability of female labor force participation rates overtime; and (3) to explore the experiences of labor force participants by tracking individuals over time.

Data from the 1960 and 1970 censuses will be used to explore the determinants of female labor force participation. The stability of female labor force participation behavior overtime will be examined using a dynamic Markov chain model. Differences in the strength of female labor force attachment will be investigated through the use of econometric techniques and descriptive statistics.

Findings of this research should provide information to facilitate the development of effective national and rural growth strategies designed to enhance the welfare of the rural population.

5-208 Maternal Employment and School Adjustment

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Anita Farel

Grant 91-37-78-30
Project still in progress

Descriptors: ATTITUDES; MOTHERS; JOB SATISFACTION; CHILDREN

This research will investigate the relationship between maternal employment and the child's adjustment to school as well as the relationship among four sets of variables: (1) Sociodemographic variables related to the mother and the child; (2) childcare arrangement variables; (3) the mother's attitude toward employment; and (4) conditions surrounding the mother's employment.

Multiple regression techniques will test the specified hypotheses, using a number of teachers' rating scales and responses to a questionnaire administered to a sample of 212 mothers that measures attitudes toward the maternal role and work.

It is anticipated that the study may prove helpful in evaluating the extent to which current social policies are designed to meet the special needs of different groups of women and their families.

5-209 Quality Adjustment in Labor Markets in Recession

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John A. Gardner

Grant 91-26-78-53
Project still in progress

Descriptors: LABOR MARKET; UNDEREMPLOYMENT; BUSINESS CYCLES; UNEMPLOYMENT/INFLATION TRADEOFF; WAGE STRUCTURE; PROBABILITY MODELS

Labor markets adjust to downturns in the economy not only with increases in unemployment but also with increases in underemployment. Because of cutbacks in demand, some workers are forced to accept jobs with less pay, responsibility, and prestige than they would have in normal times. This research will attempt to estimate the extent of this adjustment—or skidding—to lower jobs as the economy declines.

The study will use time series data from the Commerce Department's Continuous Work History Sample and from the Michigan Panel Study. The researcher will analyze job changes, defining downward adjustments as those resulting in either lower earnings or less stable employment. He will then construct an econometric model to estimate the probability of a downward adjustment, given certain individual and work-related characteristics.

The main policy use of this research will be the possibility of quantifying the underemployment and unemployment effects of a recession. Such a measure would show the extent to which adult men suffer income losses from economic downturns, even while maintaining a low unemployment rate as a group. Other policy implications include a better understanding of labor market adjustment mechanisms and the flow patterns from industry to industry and occupation to occupation during different cycles of the economy.

THE LABOR MARKET

THE PROCESS OF LABOR MARKET ADJUSTMENT

5-210 A Search for a Successful Agricultural Migrant: An Account of Five Fruit Harvests on the West Coast of the United States

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Warren Mintz

Grants 91-34-66-18 and 91-34-67-28
Project completed fiscal year 1972

Descriptors: LABOR MARKET BEHAVIOR; MIGRANTS; FARMWORKERS; PARTICIPANT-OBSERVER METHODOLOGY; WAGES; LIFESTYLES; PERSONNEL RELATIONS

This study focused on aspects of successful agricultural migrancy; fruit picking as work; changes in the work owing to the increasing importance of agribusiness; and employer-employee conflicts inherent in the system of piecework.

Data were obtained through participant observation of fruit pickers working on farms on the West Coast. Employees of labor contractors were excluded.

Conflicts created by the piecework system can be handled, the findings indicated: (1) By the employer seeking out the powerless; (2) by the employer socializing the worker for a role the employer defines; (3) by both the employer and employee compromising in the face of the power of the other; (4) by the employer introducing incentive awards, based on care rather than speed in picking, to go to the skilled, older worker; and (5) by both the employer and employee recognizing that a single harvest was only one part of their relationship. The researcher concluded that, despite many weaknesses, the piecework system offers definite advantages to both employers and employees, and those studied preferred it to hourly wages. He also concluded that fruit pickers could find rewards in the work: participation in decisionmaking, social interaction, challenge, variety, and making a contribution to the goals of business. The choice among alternative methods of dealing with the conflicts of piecework was related by the author to the theoretical concept of the life style of the successful migrant, which is characterized by successive temporary involvements.
February 1972

NTIS PB207121/AS

5-211 An Analysis of Rural Manpower Migration Patterns in the South Plains Region of Texas

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Richard C. Stapleton

Grant 91-46-69-15
Project completed fiscal year 1970

Descriptors: RURAL AREAS; MIGRATION; MEN; TEXAS, SOUTH PLAINS REGION

This study examined the migration patterns and occupational mobility of white male high school graduates (between 1953 and 1963) of four rural high schools in the South Texas Plains area—all within 40 miles of the Lubbock Standard Metropolitan Statistical Area. Data were collected in 1969 by mail questionnaire from 236 of the high school graduates (out of a total of 410).

The agricultural situation in the area had deteriorated during the period covered by the survey, thus indicating the need for most of the graduates of rural high schools to migrate to urban areas.

Almost three-quarters of the men had migrated from their home communities and had not returned by 1969, and about 15 percent had migrated and returned. Over two-thirds of the non-returning migrants were still in the South Plains region; 43 percent in urban areas, and 28 percent in small towns and cities.

Migration rates were higher among those with more education (29 percent had earned a college degree) and among the younger cohorts. By age 28 or 29, "equilibrium" appeared to have been reached by most of the persons surveyed. Most of the moving and changes began to slow down and to bring the movers closer to their home communities, and income increases began to taper off.

Nearly three-fourths of the men's fathers had been farmers or farmworkers. At the time of the survey (6 to 16 years after graduation from high school) 35 percent of the men were blue-collar workers, 28 percent were white-collar workers, 11 percent were in professional and managerial positions, and 26 percent were farmers. Thus, mobility from agriculture appeared to be less extensive in this region than in the United States in general. The sons of farmers were least likely to have migrated, and those who stayed in farming reported the highest average income of any occupational group.

In general, the study concluded, the South Plains region of Texas appeared capable of supporting large numbers of rural migrants, offering economic opportunity equal to that found elsewhere, except for college graduates. Rural migrants surveyed had achieved better education and higher incomes than rural migrants in general.
1972

NTIS PB188048/AS

5-212 Central Place Functional Change in an Area of Population Decrease

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Judy Parker Appelt

Grant 91-46-70-35
Project completed fiscal year 1977

Descriptors: POPULATION; AGRICULTURAL COMMUNITIES; EMPLOYMENT OPPORTUNITIES; KANSAS

This study explored the changes in business and service functions in central places experiencing residential and outlying population decline. Functional changes in 40 central places in an agricultural area of Kansas were examined for the period 1950 to 1970. A central place hierarchy was developed by factor and grouping analyses of specific activities of each area. Three relatively stable groups of places were posited—one composed generally of places without county seats, another of county seats, and a third of places of greater centrality. Multiple regression techniques were employed in the analysis.

The study concluded that, over the period surveyed, business and service functions were being centralized on a county level. Places that were either county seats or at least 20 miles from a larger neighbor were increasing in functional complexity, despite their decreasing hinterland populations. All other places were losing aggregate centrality.

May 1975

NTIS PB289046/AS

5-213 THE SOCIAL INTEGRATION OF FARM WORKERS IN CALIFORNIA

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

William M. Denney

Grant 91-26-72-11
Project completed fiscal year 1977

Descriptors: POLITICAL ACTION INSTITUTIONS; FARMWORKERS; UNIONIZATION; SOCIAL MOBILITY; EDUCATIONAL ATTAINMENT; CALIFORNIA, SAN JOAQUIN VALLEY

This research attempted to evaluate the impact of age and ethnic origin on educational attainment and the role of education in shaping occupational roles. To study these influences in a marginal group in society, it used data from interviews with about 200 farmworkers in the San Joaquin Valley in California. To evaluate the potential of education for integrating farmworkers into the mainstream of society, the study also sought to relate education and occupational role (measured by income, job tenure, annual weeks of work, technical skills, feelings toward the United Farm Workers union, and extent of nonfarm work) to links with the community and participation in citizenship. The measures of links with the community were home ownership and migratory activity. Those for citizen participation were voting and political partisanship, perceptions of the responsiveness of public officials to citizens' needs and wishes, and frequency of reading newspapers, listening to radio, or watching television.

The results showed that education had little effect on any component of occupational role but the extent of nonfarm work. Education did appear to be linked directly with citizen participation and had some influence in reducing migratory activity. Native-born farmworkers were found to conform to stereotypes as "outcasts" of society, whereas immigrant workers were doing reasonably well relative to their socioeconomic background.

1976

NTIS PB276302/AS

5-214 OFF-FARM LABOR SUPPLY AND EARNINGS OF FARM FAMILIES

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Daniel A. Sumner

Grant 91-17-76-65
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; RURAL AREAS; FARMWORKERS; EARNINGS; MOONLIGHTING

Among the most impressive changes that have occurred in U.S. agriculture in the last quarter century have been: (1) The great increase in the amount of time farmers have allocated to off-farm employment and (2) the associated increase in earnings from the off-farm work of all farm family members. The dissertation investigates how farm family members in the United States allocate their time. By concentrating on multiple earnings sources, that is, the allocation of time to both farming and nonfarm employment, it will analyze the extent to which farm family members choose to engage in multiple-income-generating occupations.

The hypotheses of this study will be framed as statistical questions on the significance of specific explanatory variables in accounting for the allocation of time to multiple family occupations. The study will list and test those variables for which information is now available. It will develop the appropriate conceptual and econometric framework to apply to factors that may not yet be measurable.

5-215 THE LABOR MARKET BEHAVIOR OF MIGRANT AND SEASONAL FARMWORKERS

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

Benjamin N. Matta, Jr.

Grant 91-48-78-47
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; FARMWORKERS; CETA PROGRAMS; LABOR MARKET BEHAVIOR; EMPLOYMENT; EARNINGS

This dissertation will examine an existing data base, *The Hired Farm Working Force in 1975*, prepared by the Economic Research Service of the U.S. Department of Agriculture. The researcher will use tapes prepared from that survey to conduct an econometric analysis of the socioeconomic and sociodemographic influences on employment and earnings patterns in the hired farmworker market. The inquiry will concentrate on migratory status, employment duration, and earnings. The analysis will involve a set of four equations that form a model of the hypothesized relationships—two linear equations that determine the probability of migratory status and the probability of major activity in the hired farmworker market and two equations for employment duration and earnings.

The study will attempt to precisely define specific groups of individuals—or segments of interest to CETA—within the hired farmworker population. Present CETA farmworker programs have two goals. One is to provide alternative employment for those who want to settle out of hired farm work. The other is to upgrade the farm-related skills of those who wish to remain in farm occupations but face the threat of skill obsolescence because of technological change. The present study is expected to shed light on the proper focus of these programs by specifying particular roles and associated characteristics of such groups as migrants, casual or seasonal workers, multiple jobholders, and those who work only at farm jobs.

5-216 AN ECONOMIC ANALYSIS OF ADOPTION OF THE MECHANICAL COTTON PICKER

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Frank H. Maier

Grants 91-15-66-21 and 91-15-67-22
Project completed fiscal year 1969

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; AGRICULTURE; COTTONPICKER; EMPLOYER ATTITUDES; COST EFFECTIVENESS

This study tested the hypothesis that the irregular pace of adoption of the mechanical cottonpicker among the 14 major cotton-producing States reflected differences in the time when growers in a State found it more profitable to use the picker than to harvest by hand. Data came from reports by State agricultural experiment stations, the Extension Service of the U.S. Department of Agriculture, and several Federal agencies, as well as unpublished material provided by private firms involved in the development of the mechanical cottonpicker.

The researcher estimated a hypothetical starting date of profitability for each State by comparing costs of handpicking versus machinepicking for large producers. The hypothetical starting dates established by this method corresponded closely with the actual dates when adoption began—ranging from 1948 in California to 1958 in the Southeast.

The researcher also estimated the break-even level of yields at which the cost of handpicking versus machinepicking would be equal, determined what percentage of each State's production in each year had expected yields at or below the break-even point, and subtracted that percentage from 100 percent to estimate the "ceiling level of adoption." These estimates were consistent with his hypothesis that the more profitable a technology, the higher the eventual ceiling level of its use.

He believed his methods would be useful in analyzing the timing of the mechanization of other labor-intensive crops, once the technologies have been developed.

1969

NTIS PB184320/AS

5-217 Industrial Cooperation and Adjustment to Technological Change: A Study of Joint Management-Union Committees

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Arie Shirom

Grant 91-53-67-20
Project completed fiscal year 1968

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; UNIONS; INDUSTRIAL RELATIONS

This study attempted to evaluate the role and potential of joint management-union committees (established to help resolve industrial relations issues) in the process of adjustment to technological change. Data were gathered in a mail survey of local unions with 100 or more members each in Wisconsin, Minnesota, and Illinois industrial establishments. A mail survey was also made of research directors of international unions whose membership was drawn mainly from industry. Interviews were conducted with approximately 200 representatives of 44 joint management-union committees which dealt with issues of adjustment to technological change. Joint committees appeared to the researcher to give relatively low priority to consideration of problems regarding technological change. Committee consideration of safety, welfare, training, and job evaluation issues usually preceded any discussion of adjustment to technological change. In fact, the technological change issue was so intertwined with the total pattern of issues that, for most practical purposes, the researcher concluded it could not be considered independently. Cooperative planning between management and unions appeared to the researcher to be a preferred, more effective procedure of adjustment to technological change than other approaches. Furthermore, a joint committee arrangement seemed to be a more efficient instrument of cooperative planning than informal arrangements.

The data on planning experiences in other countries suggested to the researcher that the effectiveness of technological change was substantially enhanced if ways of coping with social consequences of any change were planned cooperatively by representatives of labor and management in a sustained manner and well in advance of the change.

1970

NTIS PB177565/AS

5-218 Management, Technology and Behavior of Work Groups

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Charles A. Drake

Grant 91-24-69-49
Project completed fiscal year 1970

Descriptors: SUPERVISION; TECHNOLOGY AND TECHNOLOGICAL CHANGE; JOB PERFORMANCE

This study explored the question of what style of supervision is most appropriate for work groups operating under different technologies. The research was conducted in a midwestern industrial organization employing about 10,000 workers and producing over 400 products. The sample of 533 white-collar workers constituted 67 work groups representing seven industrial functions and the various tasks and technological systems throughout the company. The character of technology was measured by interviews with management personnel and the style of supervision—authoritarian or participative—was analyzed using employees' responses to questionnaires. Group performance was assessed through measures such as job satisfaction, commitment to organization goals, group interaction, and congruence between personal objectives and group goals.

The author found a strong favorable response to "participative management" by groups of highly skilled and educated personnel in nonrepetitive tasks. Conversely, as the technical structure of a work group gave rise to more repetitive task procedures and measures of workload and performance became more precise, the group's performance was less affected by style of supervision.

1972

NTIS PB196467/AS

5-219 The Impact of Technological and Operational Changes on the Railroad Industrial Relations System and Its Manpower

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Howard Wesley Risher, Jr.

Grant 91-40-70-32
Project completed fiscal year 1972

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; RAILROADS; INDUSTRIAL RELATIONS; AUTOMATION; COLLECTIVE BARGAINING

This study sought the information necessary for an understanding of the crisis in collective bargaining on the railroads. It examined the problems experienced by management, unions, and workers in adapting to change.

Data for the railroad industry were obtained through interviews with union and industry personnel and government officials and from extensive published sources. Results of bargaining in air transport and other industries were also examined and related to the railroad labor relations crisis.

April 1972

NTIS PB209926/AS

5-220 TECHNOLOGICAL CHANGE AND THE OCCUPATIONAL COMPOSITION OF THE AMERICAN LABOR FORCE, 1950-1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

William R. Buechner

Grant 91-25-71-49
Project completed fiscal year 1973

Descriptors: TECHNOLOGY AND TECHNOLOGICAL CHANGE; INPUT-OUTPUT MODELS; OCCUPATIONAL STRUCTURE

This dissertation examined the effects of technological change on the occupational composition of the U.S. labor force between 1950 and 1960. An input-output model, with each industry's labor input coefficient disaggregated into 240 occupational coefficients, was used to measure the effects of changes in: (1) The level and composition of final demand; (2) the input-output coefficients; (3) labor productivity in each industry; and (4) the occupational coefficients in each industry on the economy's total employment by occupation. The effects of technological change on the kinds of jobs performed, on the level of complexity of those jobs, and on their educational and training requirements were also measured through use of the input-output model. Finally, the model was used to determine whether the occupational substitutions which occurred as a result of technological change were affected by changes in the relative wages of the different occupations.

Each of the possible sources of change had much different effects on labor demand, totally as well as on individual occupations. Final demand changes worked to increase the demand for labor in all but four occupations; the average unweighted increase was 33.6 percent, with very little variation among occupations. Technological change worked to reduce labor demand for most occupations, but its effect was very diverse. Most importantly for employment planning, it appeared that the main source of variation in the growth rates of employment by occupations was the changes which individual industries made in the occupational mix of their labor inputs. Furthermore, results using observed wage data indicated that the effect of technological change was generally factor-biased, with most industries substituting rising wage occupations for falling wage occupations.

August 1972

NTIS PB210631/AS

5-221 TECHNOECONOMIC AND TECHNOLOGICAL CHANGE IN TWO ARCTIC COMMUNITIES

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

John Mark Oudine

Grant 91-36-75-30
Project still in progress

Descriptors: UNDEREMPLOYMENT; ESKIMOS; LIFESTYLES; PARTICIPANT-OBSERVER METHODOLOGY; SOCIOLOGICAL FACTORS; TECHNOLOGY AND TECHNOLOGICAL CHANGE; ALASKA

The concerns of this study are with the documentation and analysis through research observation of the impact of technological progress on Eskimo minorities of northern Alaska. Research will provide information relevant to training programs directed toward improving the conditions of chronically underemployed Alaskan Eskimos. Moreover, it will point out areas of technological competence that could meet labor requirements of current and future industrial and developmental projects.

The research centers on the delineation of sociocultural factors present in the Eskimo society which are concomitants of technological progress and, conversely, the sociocultural factors which can be shown to have retarded the introduction of technological elements.

5-222 RAILROAD MANPOWER ADJUSTMENT TO TECHNOLOGICAL CHANGE THROUGH COLLECTIVE BARGAINING

CORNELL UNIVERSITY
ITHACA, N.Y.

Douglas M. McCabe

Grant 91-36-76-04
Project completed fiscal year 1977

Descriptors: COLLECTIVE BARGAINING; RAILROADS; LABOR DEMAND; UNION ATTITUDES; ILLINOIS

This dissertation examined problems underlying the unproductive attempts by the Nation's railroads and the Brotherhood of Railroad Trainmen (now United Transportation Union) to settle a dispute that began in 1959 over the railroads' demands for reducing the size of train and yard crews.

The author made a general survey of the problem at the industry level and a case study of the Illinois Central Gulf railroad, which has been the union's most aggressive opponent on this issue. He also made comparisons with management authority in other industries and situations where unions had relinquished control over the size of the work force in order to contribute to revitalization of their employers.

His major conclusion was that railroad management and labor, each for its longrun best interest, must change their traditional adversary stance into a cooperative one, inasmuch as they are "in the same collapsing boat." He also concluded that "the government must relax its regulatory stranglehold" over the industry.

May 1977

NTIS PB274484/AS

5-223 HIRING PRACTICES, HIRING STANDARDS, AND WAGE DIFFERENTIALS FOR LABORERS AND CLERICAL WORKERS IN A SMALL LABOR MARKET

PRINCETON UNIVERSITY
PRINCETON, N.J.

Stanley W. Huff

Grant 91-32-66-20
Project completed fiscal year 1972

Descriptors: HIRING PRACTICES; WORKER TRAITS; WAGES; LOW-LEVEL OCCUPATIONS; WEST VIRGINIA, WHEELING; WEST VIRGINIA, WEIRTON; OHIO, STEUBENVILLE

This study analyzed employer practices in the recruitment, selection, and compensation of laborers and beginning clerical workers in the Wheeling, W.Va., and Steubenville, Ohio-Weirton, W.Va., Standard Metropolitan Statistical Areas during the middle 1960's. Tests were made of various assumptions regarding the tie between worker characteristics and employer practices and the effects of such factors as an establishment's location, applicant-hire ratio, and replacement needs.

Variation in characteristics of workers explained very little of the variation in wages; high wages and the use of preferred hiring channels were instrumental in attracting preferred workers.

August 1971

NTIS PB201131/AS

5-224 MANPOWER SUBSTITUTION IN THE HOSPITAL INDUSTRY: AN EXPLORATORY STUDY OF THE NEW YORK CITY VOLUNTARY AND MUNICIPAL HOSPITAL SYSTEMS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Myron David Fottler

Grant 91-34-66-31
Project completed fiscal year 1971

Descriptors: ELASTICITY OF LABOR DEMAND; LABOR SHORTAGES; HOSPITALS; OCCUPATIONAL STRUCTURE; EMPLOYER PRACTICES AND POLICIES; NEW YORK, NEW YORK

This study of New York City voluntary and municipal short-term general hospitals sought to determine the degree to which less skilled labor is substituted for higher skilled labor, the causes of the substitution, and its implications for the quality of hospital services. Statistics for 1955 and 1965 on hospital skill level, hospital size, case mix, case severity, technology, neighborhood characteristics, skilled wage rates, skilled workload, and costs per patient day were analyzed. Interviews were also conducted with 11 hospital administrators, city officials, and union leaders.

The researcher found that the municipal hospital system, but not the voluntary hospitals, had been following a policy of labor substitution. Because of the voluntary hospital administrator's greater autonomy, the voluntary system had been able to offer better inducements for skilled labor.

Possible reasons for labor substitution included not only increasing shortages of and competition for skilled labor but the inability of professional associations to resist the ready availability of less skilled labor, the declining importance of students as a source of labor, and the increased unionization of unskilled labor. In general, he concluded, skilled and unskilled labor should be increased or decreased simultaneously if hospitals are to avoid inefficiency, poor utilization of skills, and higher costs on the one hand or inadequate supervision and deteriorating quality on the other.
1972

NTIS PB197740/AS

5-225 MANPOWER RESOURCES OF THE U.S. MARITIME INDUSTRY: A DEFINITIONAL AND DESCRIPTIVE ANALYSIS OF THE MARITIME LABOR FORCE

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Hirsch Samuel Ruchlin

Grants 91-34-66-58 and 91-34-67-27
Project completed fiscal year 1968

Descriptors: LABOR FORCE; MARITIME INDUSTRY; LABOR SUPPLY; EMPLOYER PRACTICES AND POLICIES

To assess the labor supply resources of the U.S.-flag merchant marine and to develop information for labor supply planning, data on the maritime work force were collected, largely for the period 1962-64. These data were drawn from: (1) Statistics generated by the National Academy of Science-National Research Council from U.S. Coast Guard documents; (2) the Maritime Administration, U.S. Department of Commerce; and (3) maritime unions.

According to the researcher, the surplus of maritime workers which has developed since World War II was reflected in the following: (1) The gradually increasing number of men in relation to jobs; (2) the high incidence of employment below a seaman's highest qualification level; (3) a persistently high turnover rate for newer entrants, many of whom are underemployed; (4) the rationing of available jobs by the trade unions according to seniority; and (5) existing impediments to entry into the maritime industry and to upward mobility within the industry.

The surplus of workers is perpetuated by institutional arrangements which impede movement out of the industry:

1. The trade unions control hiring, and choose to maintain surplus workers on their rolls.
2. Pension programs are vested in the unions, so that an individual loses his contributions if he leaves the industry before retirement.
3. No retraining programs are available.

Since World War II, a major rationale offered for sustaining the worker surplus was that seamen must be available for the periodic activation of the National Defense Reserve Fleet (NDRF), or the mothball fleet, to meet national defense needs. During the Vietnam conflict, however, the researcher found that it took 2 years to overcome the shortage of seamen.

Recommendations were made to overcome the problems revealed by the research.
1969

NTIS PB178727/AS
Also available in *IRRA Proceedings*, Winter 1969, pp. 330-338.

5-226 THE DEVELOPMENT OF OCCUPATIONS IN HEALTH TECHNOLOGY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Carol A. Brown

Grants 91-34-68-20 and 91-34-69-19
Project completed fiscal year 1972

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL LICENSING; HEALTH OCCUPATIONS; EMPLOYER PRACTICES AND POLICIES

This research was concerned with the development of two occupations—X-ray technician and medical laboratory technician—as a means of studying "the politics of occupations."

Examination of the fields of radiology and pathology, where X-ray technicians and medical laboratory technicians work, focused on the relationship of superior and subordinate occupational groups and their influence on the division of labor. The analysis of government's effect on the occupations concentrated on licensing authority. A limited sample of technicians in New York and Long Island was surveyed and officials of the various organizations involved were interviewed.

The major thesis advanced and sustained by the study was that the two occupations were not created by the holders of the jobs themselves, by the needs of the economy, or by the health service needs of the public. Rather, they were shaped to a large extent by the consciously directed activity of organized groups: Physicians, technicians, and other interested parties. This activity was marked by conflict rather than by consensus.

Conflicts were centered away from the worksite. Qualifications for entry into the occupations as well as standards for wages and work were typically set by agreement between physicians' professional associations and the technicians' professional associations. Licensing battles were fought in State legislatures or other governmental units, and control of occupational training was sought in colleges and junior colleges as well as hospital-attached schools and training programs. Thus, according to the researcher, these groups sought to assert control or influence over the formal organizational structures which have the power to define and impose a division of labor and of rewards for labor in the health services industry. If this method of occupational development is widespread, as the study suggested, then the status and content of occupations is not necessarily determined by economic or technological forces but may arise from the conscious application of organized power to create and maintain a division of labor favorable to the holders of power.
1972

NTIS PB197690/AS

5-227 RELATIVE WAGE DETERMINATION AMONG INDUSTRIES: SOME THEORETICAL AND EMPIRICAL RESULTS

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Michael L. Wachter

Grant 91-23-68-57
Project completed fiscal year 1971

Descriptors: WAGE DIFFERENTIALS; LOW-WAGE INDUSTRIES; MODELS; EMPLOYER PRACTICES AND POLICIES; MASSACHUSETTS, BOSTON

This dissertation developed a model of relative wage level determination among firms, using data from a private unpublished wage survey of the Boston labor market during the period 1959-69. The basic model was tested on a wage dispersion index (the coefficient of variation of average hourly earnings, excluding overtime for two-digit manufacturing industries) for 1947-67; the coefficient of variation for all industries for 1929-58; relative wage equations for each manufacturing industry for 1947-68; and wage indexes for the Boston firms.

A basic hypothesis of the model was that industries may be divided into high- and low-wage sectors. The analysis revealed that wage dispersion reflects differences in the competitiveness of both product and labor markets. During periods of low unemployment, the low-wage industries increased their wage levels relative to the high-wage industries (thus closing the gap) and during periods of high unemployment, the high wage industries gained relatively. However, trade union policy and administered prices produced a relatively acyclical wage pattern in high-wage industries. Industries with the largest increases in product demand were found to have the greatest increases in relative wages.
1971

NTIS PB195377/AS
Also available as "Cyclical Variation in the Interindustry Wage Structure," *American Economic Review*, March 1970; "Relative Wage Equations for United States Manufacturing Industries 1947-67," *The Review of Economics and Statistics*, November 1970.

5-228 LAYOFF BEHAVIOR IN MANUFACTURING INDUSTRIES

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Marvin H. Kahn

Grant 91-27-69-24
Project completed fiscal year 1974

Descriptors: EMPLOYER PRACTICES AND POLICIES; LAYOFFS; LABOR ADJUSTMENT COSTS; MODELS; MANUFACTURING

This study investigated intertemporal and interindustry differences in layoff behavior. A dynamic model was developed combining the elements of decision theory and human capital theory. The process of substituting capital for different types of labor to offset the inflationary effects of capital and labor shortages was also examined.

The data were gathered from 14 manufacturing industries, covering the period 1958-67. These data, obtained monthly from *Employment and Earnings*, were used in econometric analyses of layoff behavior in manufacturing industries.

Firms were found not to lay off workers in the same month that they experience a change in demand. Instead, layoffs occurred in anticipation of a change or in a delayed response to it. The timing of the layoff adjustment was related to the hours per worker and the inventory and unfilled order positions in the previous period. Lags in hours per worker exerted a negative influence on layoffs, indicating that, where possible, hours rather than employment were reduced. Evidence further indicated that hour adjustments were greater and more frequent in industries with high fixed employment costs than in other industries.
August 1974

NTIS PB276371/AS

5-229 THE SHORT-RUN EMPLOYMENT DECISION AND OVERTIME BEHAVIOR IN U.S. INDUSTRY, 1966

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Ronald Gordon Ehrenberg

Grant 91-15-69-40
Project completed fiscal year 1970

Descriptors: EMPLOYER PRACTICES AND POLICIES; LABOR ADJUSTMENT COSTS; OVERTIME PREMIUMS; EMPLOYMENT; MODELS

This study tested the hypothesis that high quasi-fixed supplementary compensation costs per man, relative to the overtime rate, tend to induce a substitution of overtime hours for increased employment. Unpublished data from the Bureau of Labor Statistics survey of 3,665 manufacturing and nonmanufacturing establishments on "Employer Expenditures for Selected Compensation Practices, 1966" were used. Only regularly scheduled overtime was considered, and only production workers in manufacturing and nonsupervisory workers in nonmanufacturing were included.

Models were constructed of the firm's short-run demand for workers and hours to be used as a framework in which to test, empirically, the above hypothesis and ascertain other determinants of intraindustry cross-section variations in overtime hours per man. Among the conclusions reached was refutation of the commonly accepted notion that a randomly fluctuating absentee rate will always lead to an increase in overtime above the level that would prevail in a certainty-equivalent absentee rate case. A justification was provided for the familiar phenomenon that not all employees of a given firm work the same number of hours. The conditions under which it would be rational for management to agree to union demands that overtime be assigned on the basis of seniority were indicated.

In a vast majority of industries. the study concluded, annual scheduled overtime hours per man were positively related to the ratio of weekly quasi-fixed labor costs per man to the overtime premium rate. Within many industry groups, however, the degree and significance of the relationship appeared to vary across different establishment class sizes and different component industries.

Estimates of the impact of increases in the overtime premiums from one-and-one-half to two times the straight-time hourly wage on overtime hours and the level of employment were presented. In the majority of the industries—assuming all other conditions remained unchanged—the resulting gain in full-time employment opportunities would have been on the order of 1 to 3 percent in 1966. However, since other conditions would clearly not remain unchanged, the conclusion was that increasing the overtime premium would apparently not have been an effective method of decreasing unemployment. If further research, based perhaps on a similar 1968 survey by the Bureau of Labor Statistics, should indicate greater uniformity in the ratio of fixed costs to overtime rates across different sizes of establishments within an industry, the conclusion might be different for a noninflationary period.
1972

NTIS PB190138/AS
Also available in "Absenteeism and the Overtime Decision," *The American Economic Review*, June 1970; "Heterogeneous Labor, the Internal Labor Market, and the Dynamics of the Employment-Hours Decision," *Journal of Economic Theory*, March 1971

5-230 AN ANALYSIS OF THE LABOR MARKET FOR POLICEMEN

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Louise Berman Wolitz

Grants 91-05-70-13 and 91-06-71-30
Project completed fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; LABOR MARKET BEHAVIOR; POLICE; HIRING PRACTICES; TESTING; CIVIL SERVICE SYSTEM; ETHNIC GROUPS; LABOR SUPPLY PROJECTIONS; LABOR SUPPLY; JOB APPLICANTS; CALIFORNIA, OAKLAND

This study examined police personnel shortages and analyzed the economic content of police hiring standards. Three distinct theoretical models were observed. The simplest solution to shortages is to raise wages sufficiently to eliminate them. However, imperfect information and lags in institutional decisionmaking, along with the constantly changing supply of and demand for policemen, make wage adjustments take an unreasonable amount of time. Each of the three models represented these problems, but differed in the solutions.

To determine which model was most nearly correct, the study defined the characteristics required for hiring used by the Oakland, Calif., Police Department. The evidence showed that particular recruitment sources, hiring standards, and selection processes used determined directly the available labor supply and the composition of the police force.

Using employment application data between 1965 and 1971, the researcher found that the probability of success in the mental adaptability test increased greatly as the applicant's years of higher education increased. Senior college education had a significant effect on the applicant's ability to pass the civil service test. Both tests have been replaced and recruiting efforts have resulted in increased minority hiring. However, two factors in the applicant's background still added greatly to his probability of being hired: High wages in his previous jobs, and experience as a policeman.

September 1974

NTIS PB236361/AS

5-231 Analysis of Labor Market Adjustments in the Clerical Temporary Help Market: 1953-60

STANFORD UNIVERSITY
STANFORD, CALIF.

Robert Stewart Smith

Grant 91-05-70-48
Project completed fiscal year 1972

Descriptors: CLERICAL OCCUPATIONS; TEMPORARY EMPLOYMENT; TEMPORARY HELP SERVICE; LABOR SUPPLY; LABOR DEMAND; BUSINESS CYCLE

This study of the clerical temporary help labor market focused on how that market was affected by changes in the permanent labor market. Analysis of the temporary help service (THS) industry emphasized the hiring process and the determination of worker quality over the business cycle. Data for some 10,000 typists and stenographers were obtained from a large THS in San Franciso.

The demand for typists was found to be sensitive to the current state of the labor market, tending to "lead" changes in the areawide unemployment rate. Stenographer demand was more sensitive to price and seasonal factors. In each market, the average quality of temporary employees used deteriorated as the number dispatched rose, other things equal, although it appeared that the THS discriminated among acceptable applicants only in very "loose" labor markets. The quality of stenographers was also positively related to the THS's wage and its recruiting efforts, other things equal.

October 1971

NTIS PB202935/AS

5-232 Descriptive Survey of Part-Time Employment in Food Services in Ohio

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Jeanne Whitman Prodell

Grant 91-37-70-55
Project completed fiscal year 1974

Descriptors: INDUSTRY PRACTICES; FOOD SERVICE INDUSTRY; PART-TIME EMPLOYMENT; JOB SATISFACTION; UNSKILLED WORKERS; OHIO

This study attempted to obtain information on the potential of part-time employment in the food service industry.

A survey was made of 80 food service operations in 4 Ohio cities and about 200 of their part-time workers to learn the nature of part-time jobs and the characteristics of part-time workers. The parts of the food service industry sampled were restaurants and health care institutions.

Difficulties in obtaining cooperation from members of the selected sample rendered the findings, in the author's words, "descriptive only of the selected sample investigated and not of the total population." Furthermore, some clustering of the employees just below the 35 hours per week cutoff used in the survey suggested that employers in the industry might define part-time differently.

June 1973

NTIS PB224170/AS

5-233 The Labor Market Impacts of the Private Retirement System

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Robert Taggart, III

Grant 91-11-72-20
Project completed fiscal year 1973

Descriptors: TRANSITION FROM WORK TO RETIREMENT; LABOR MARKET BEHAVIOR; RETIREMENT; PRIVATE INDUSTRY; COLLECTIVE BARGAINING; FRINGE BENEFITS; LABOR MOBILITY; EMPLOYER PLANNING

This study examined the system of private pension and profit-sharing plans to assess its impact on employers' labor costs and workers' wages, the mobility of the work force, retirement patterns, the availability of jobs for older workers, and opening jobs through retirement in a slack economy.

It analyzed pension plan provisions, aggregate labor market statistics, data on social security registrants, and special studies of the effects of retirement plans.

Major findings were: (1) The predominant influence of the private retirement system has been to lower the age of retirement. (2) The differential costs of hiring older workers under pension plans, and the reluctance to hire those who will not qualify for benefits, have reduced the number of opportunities for jobseekers in their fifties and sixties. (3) The use of private retirement plans to cushion layoffs has increased the number of older workers who retire during recessions. (4) The impacts of retirement plans on the labor market behavior of younger workers have not been very great: retirement plans have not noticeably changed aggregate rates of labor mobility. (5) The impact of retirement contributions as a deferred wage and a labor cost has been increasing. (6) All the impacts of private retirement plans are likely to increase.

February 1973

NTIS PB214842/AS

5-234 Work Relationships in the Delivery of Health Care: An Analysis of the Division of Labor Between Physician and Nurse Practitioner in Outpatient Clinics

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Eric L. Herzog

Grant 91-25-72-46
Project completed fiscal year 1974

Descriptors: PHYSICIANS; JOB SATISFACTION; NURSES; JOB STRUCTURE; JOB PERFORMANCE; HEALTH CARE INDUSTRY

Focusing on the division of labor between nurses and physicians, the primary questions of this inquiry were: (1) What factors are important in determining the relative amount of responsibility the nurse has for specific health services? (2) What are the effects on the quality of service, personal efficacy, and satisfaction of the staff?

All data were collected from 20 pairs of nurses and physicians in three ambulatory health care centers. Each pair delivered primary adult health care. A personally administered questionnaire was used to collect the data.

The report found that the nurse had more responsibility for certain health services when the physician's leadership style was relationship-oriented, and when the nurse rated her work relationship high and desired responsibility. The physician's efficacy was negatively related to the amount of the nurse's responsibility, while the nurse's efficacy was unrelated. The nurse's satisfaction was positively related to the amount of her responsibility for some services and negatively related to others, while the physician's satisfaction was unrelated. Quality of services, as perceived by the nurse and physician, was positively related to the amount of the nurse's responsibility for some health services.

September 1973

NTIS PB224048/AS

5-235 EDUCATION, SCREENING, AND THE DEMAND FOR LABOR OF UNCERTAIN QUALITY

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Kenneth I. Wolpin

Grant 91-36-74-20
Project completed fiscal year 1975

Descriptors: PRODUCTIVITY; EDUCATION; HIRING PRACTICES

This study was concerned with the relationship between income and schooling. The question it addressed was whether formal schooling served to augment a worker's productivity or whether it merely conveyed information to employers about the probable productive capabilities of a prospective worker without, in itself, affecting those capabilities.

The study first explored a theoretical model of this latter "screening" role and then attempted an empirical investigation of its relative importance. The basis for the model was the assumption that individual productivities are unknown to the firm prior to hiring and cannot be determined instantaneously or without cost from direct observation of on-the-job performance. The information available to the firm was assumed to be restricted to knowledge of the first two moments of the population's skill distribution, with output a function of occupation-specific aggregate skill levels and capital.

Within an expected profit maximization framework, uncertainty or risk in the form of skill variance was shown to lead to a reduction in expected profits at the previous input scales and to substitution and production effects on factor employment. The study further demonstrated that the demand for workers associated with a given schooling group depended upon both the average skill level and the variance-mean skill ratio of the group. Thus, schooling's private return could be viewed as a reflection of its informational content; i.e., its sorting function. Further, eliminating between group skill variance through the use of identification or screening devices was shown to lead to a more efficient allocation of workers both within and across firms. Therefore, even if the higher average skill levels associated with the more schooled were not produced in the schooling process, schooling's social benefit would not be zero.

The conclusion drawn from this and other independent evidence was that the apparent use of schooling as a screening device did not appear to stem from a mere identification of productivity types. In fact, the pure productivity augmenting view of the income-schooling relationship appeared greatly more tenable.

August 1974

NTIS PB236227/AS

5-236 INTRA-EMPLOYER STATUS MOBILITY: THE ROLE OF THE FIRM IN WAGE AND OCCUPATIONAL ACHIEVEMENT

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert M. Groves

Grant 91-26-74-28
Project completed fiscal year 1975

Descriptors: UPGRADING; HIRING PRACTICES; OCCUPATIONAL STRUCTURE; INTERFIRM MOBILITY; ORGANIZATIONAL STRUCTURE; MICHIGAN, DETROIT

This examination of inter- and intra-employer individual wage changes used a sample of 3,028 individuals from the Social Security Administration Continuous Work History Sample for the Detroit Standard Metropolitan Statistical Area (SMSA) for the years 1960-62, 1967-72. Intraestablishment occupational mobility was studied using data from a 1972 probability sample of 121 businesses of 100 or more employees in the Detroit SMSA.

Following internal labor market theory, intraemployer mobility was seen as dependent on a different set of mechanisms than socioeconomic achievement in moves across employers. Specifically, the interdependence of jobs in firms leads to an ordering among positions which limits mobility to jobs related to one another in the work flow.

The researcher found, among other things, that the growth and the fiscal status of the firm seemed to affect the relative amount of external hiring across the different occupational groups. Growing firms and those with high total revenue tended to fill job vacancies internally more often than other firms. The status characteristics of the source and destination levels did not have consistently strong influences on mobility within pairs of occupations, after controlling for the structure and occupational distribution of the firm. The presence of intermediate occupational levels usually impeded movement from lower to higher level positions.

August 1975

NTIS PB263554/AS

5-237 DIFFUSION OF WAGE INFLATION AND REGIONAL MIGRATION OF LABOR

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

John G. Treble

Grant 91-17-75-02
Project still in progress

Descriptors: MIGRATION; INFLATION; LABOR MARKET INFORMATION; WAGE DIFFERENTIALS; LABOR DEMAND; ECONOMIC ANALYSIS AND ECONOMETRICS

This study is exploring the impact of wage changes in specified labor market areas on wages in other areas, especially through migration and interarea exchange of labor market information. The analysis is based on the hypothesis that a rise in wages in one region presents employers in other regions with a threat of outmigration and, hence, of possible labor shortage. Employers in these regions are therefore motivated to respond to threatened or actual labor outmigration by matching the wages paid elsewhere, thus hastening the diffusion of wage inflation.

A model is being constructed incorporating both a theory of gross (rather than net) migration and an interarea wage determination process reflecting the shift in labor demand levels generated by gross migration flows. Some attention is devoted to the impact of imperfect labor market information on migration behavior, but the analysis focuses primarily on the role played by interarea labor market information in determining intraarea wage levels. Empirical testing of the model is based on monthly earnings information gathered by Prof. Frank Brechling under U.S. Department of Labor grant 91-15-70-07, together with migration data drawn from responses to the 1960 and 1970 census questions regarding place of residence 5 years earlier. Certain groups (i.e., the elderly) are eliminated from the sample migrant population on the assumption that their interregional movement was not economically motivated. Cross-sectional, age-specific migration rates are then examined in light of such variables as area wage rates, unemployment rates, distance between areas, and climatic conditions.

5-238 Employment Turnover and Wage Dynamics in U.S. Manufacturing, 1932-1972

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

John F. Geweke

Grant 91-27-75-03
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; UNEMPLOYMENT; LABOR DEMAND; PRICES; LABOR MARKET INFORMATION; WORK SCHEDULES; TURNOVER; WAGES

This study examined the relationship between labor turnover and wage-price dynamics in U.S. manufacturing. Advanced econometric techniques were used to investigate whether there was feedback in relationships among wages, prices, and turnover or whether these relationships display unidirectional causality. A second part of the study investigated the econometrics of temporal aggregation in economic models.

The study concentrated on the period from the end of Korean war price controls to the August 1971 price freeze. During this period, wages seemed to influence wholesale prices without feedback. The relationship between wages and consumer prices was weaker and involved feedback after 1965. The research indicated that labor market conditions, measured either by the quit rate or by the unemployment rate, clearly affected the rate of wage adjustment, and there might have been feedback from the wage adjustment process to labor market conditions, especially in the durable goods sector. It also found that a single, unobserved disturbance (which may be termed "aggregate demand") accounted for most of the variation in turnover, worker-hours, and output; in contrast, total employment and some portion of wage movements responded to several disturbances.

Reestimation of the model on data from the 1920's and 1930's provided evidence of dramatic structural change between that period and the post-Korean war period; this change was consistent with a decline in the manufacturing firm's dynamic monopsony power.

December 1975

NTIS PB273874/AS

5-239 Unions and Labor Market Segmentation

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Lawrence M. Kahn

Grant 91-06-75-06
Project completed fiscal year 1976

Descriptors: UNIONS; LONGSHORING; DUAL LABOR MARKETS; CALIFORNIA, SAN FRANCISCO; CALIFORNIA, LOS ANGELES

This dissertation explored the relationship between unionism and dual labor markets, in which, according to theory, the labor market is divided into primary jobs with high wages, good working conditions, job security, etc., and secondary jobs without those attributes.

Three analyses were made: (1) Interindustry differences; (2) differences between a highly unionized area (San Francisco) and a less-unionized area (Los Angeles); and (3) a case study of the San Francisco longshoremen. Data sources were primarily the Bureau of Labor Statistics and the Survey of Economic Opportunity.

The interindustry investigation found that unions lead to higher annual earnings and more stable employment, two important aspects of primary jobs. The case study asserted that the militant West Coast longshoremen's union had transformed longshoring in San Francisco from a secondary to a primary job. In the Los Angeles/San Francisco comparison, it was found that nonunion workers had lower earnings and less stable employment in San Francisco than in Los Angeles, and that wage differentials between union and nonunion workers were also higher in San Francisco.

June 1975

NTIS PB246351/AS

5-240 Investigation of Unionized Contract Construction Wage Changes: A Microanalysis, 1960-1971

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Clark G. Ross

Grant 91-25-75-11
Project completed fiscal year 1976

Descriptors: CONSTRUCTION INDUSTRY; COLLECTIVE BARGAINING; MICROLEVEL ANALYSIS; WAGES

This report was concerned with the economic and institutional influences on wage changes in collective bargaining settlements in the construction industry during 1960-71. Data were derived principally from information collected by the Construction Industry Stabilization Committee.

A model incorporating three crafts (electricians, structural ironworkers, and plumbers) in 20 major American cities was estimated with both economic and institutional influences as independent variables. The variables included the local unemployment rate, changes in productivity and consumer prices, presence of a strike, wage spillovers, and past wage changes in the particular craft.

The model confirmed the importance of economic influences and detected the existence of significant wage interdependence in the industry. Relevant issues in the design of effective wage stabilization policy for an industry characterized by wage interdependence were addressed.

December 1975

NTIS PB274270/AS

5-241 Interindustry Wage Differentials Among Unionized Truck-Driveps in a Local Labor Market: A Case Study

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Ira Terry Kay

Grant 91-26-75-38
Project completed fiscal year 1977

Descriptors: TRUCKDRIVERS; UNIONS; WAGE DIFFERENTIALS; MICHIGAN, DETROIT

This study investigated what characteristics of industries cause interindustry wage differences among workers in the same occupation in the same labor market; specifically, unionized truckdrivers in the Detroit Standard Metropolitan Statistical Area.

Data were drawn from surveys of union scales of wages and hours by the Bureau of Labor Statistics, the 1970 Census of Population, the censuses of business, and interviews with local officials of the Teamsters union. Measures were developed of differences in the "quality" of workers (defined by weekly hours of work and marital status), differences in job content, and proportion of females in each industry's employment, the effect of seniority, and the influence of the Teamsters union.

The principal conclusion of the analysis was that wage differences associated with the nature of the industry for which a driver worked outweighed labor market pressures for wage uniformity, and that industries had tended to maintain the same relative wage ranking over three decades. Median weekly hours of work and the percent of drivers who were married accounted for as much as 80 percent of the interindustry differences, but value-added by the industry and the percent of its employees who were unionized also contributed to the explanation. The Teamsters union was judged to have rigidified and narrowed the wage structure for truckdrivers, as well as raised their wage levels.
1976

NTIS PB274149/AS

5-242 Local Labor Market Structure: Its Effects on Wages

UNIVERSITY OF CONNECTICUT
STOORS, CONN.

Richard W. Stratton

Grant 91-09-76-02
Project completed fiscal year 1977

Descriptors: UNIONS; MANUFACTURING; EARNINGS; METROPOLITAN AREAS; LABOR MARKET

This study used cross-sectional data for 1970 to test the effects of unionism, employer labor market concentration, and employer product market concentration on the prevailing earnings levels in different local labor markets. Data for a sample of 59 large Standard Metropolitan Statistical Areas, 19 2-digit manufacturing industries, and 31 census occupational categories were obtained from County Business Patterns, the 1970 Census of Population, and the Bureau of Labor Statistics.

Analyses of these data showed that, other things equal, the higher the employer labor market concentration index (that is, the share of total employment in the area accounted for by a particular industry), the lower the average weekly earnings in the labor market. Similarly, the higher the union labor market power index (that is, the share of the labor force that are union members and/or covered by major collective bargaining agreements), other things equal, the higher the average weekly earnings in the labor market. The index of employer product market concentration was not significantly correlated with wage differentials after controlling for differences in the demographic composition of the labor force. Thus, the author concluded, the findings generally supported the marginal productivity theory of wages.
1976

NTIS PB274303/AS

5-243 Part-Time Employment: A Study of the Relative Impact of Task and Temporal Factors on Workers' Effectiveness

YALE UNIVERSITY
NEW HAVEN, CONN.

Judith Mintz

Grant 91-09-76-05
Project still in progress

Descriptors: JOB PERFORMANCE; JOB RESTRUCTURING; PART-TIME EMPLOYMENT; PRODUCTIVITY; WOMEN

This research explores the effectiveness and use of part-time employment. It hypothesizes that part-time employment will show a higher degree of work accomplishment than full-time employment among certain occupations.

A 3-day laboratory simulation involving 60 women is comparing the work product of a full-time employee with that of 2 part-time employees. Quality and quantity of work and job satisfaction are being used to compare full-time and part-time employment. This exploratory study will explore whether part-time employment has advantages and in what type of occupation is part-time work most successful.

5-244 Social Security, Interest Rates, and Life Cycle Consumption

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MARYLAND

Sheldon Stein

Grant 91-24-76-06
Project completed fiscal year 1978

Descriptors: CONSUMPTION; ECONOMIC ANALYSIS AND ECONOMETRICS; RETIREMENT; PENSIONS

This study examined the effect of expected pension income on the savings behavior of workers. Time series and cross section regressions indicated that retirement income both augmented and reduced savings during an individual's working years. It appeared to reduce savings by weakening the incentive to save for retirement and simultaneously stimulated savings by inducing early retirement. Since these two influences seemed to largely offset each other, the study found no evidence to support the notion that retirement income programs substantially cut savings.
July 1978

NTIS PB284584/AS

5-245 Screening in the Labor Market: A Case Study

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

B. Katherine Swartz

Grant 91-55-76-20
Project completed fiscal year 1977

Descriptors: HIRING PRACTICES; WORKER TRAITS; CLERICAL OCCUPATIONS

The purpose of this research was to explore the process of screening. This process, used by employers who lacked perfect information as to the abilities of job applicants, involved two stages. The first was deciding which applicant would be subjected to a reference check and the second was selecting an applicant to interview. The empirical problem then was to determine which characteristics and information were significant in predicting who would receive a reference check and who would be hired.

The researcher developed and tested a theoretical model of screening that assumed employers rejected or selected applicants according to their prior notion of what characteristics were related to productivity. The data consisted of 147 staff secretarial openings in a large company in the San Francisco Bay area.

The results indicated that two positively significant factors were the favorable tone of the interviewer's comments and the applicant's being between 25 and 35 years old. Two negative factors were the applicant's not being a company employee and having a short length of time on the previous job.
December 1976

NTIS PB273887/AS

5-246 Layoffs and Other Turnover Flows: The Role of Fixed Employment Costs

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harry C. Benham

Grant 91-06-76-22
Project completed fiscal year 1978

Descriptors: TURNOVER; LABOR ADJUSTMENT COSTS; INDUSTRY PRACTICES

This dissertation considered the incidence and duration of unemployment resulting from layoffs by investigating the factors influencing firms to lay off and recall workers. Of particular interest was how the size of the pool of laidoff workers (the stock of rehirables) influenced layoff and recall decisions. Empirical results indicated a remarkable sensitivity to the stocks of rehirables: Employers appeared to be more prone to lay off workers and postpone recalling them when these stocks were large.
June 1978

NTIS PB284430/AS

5-247 The Wage Change Process in the Construction Industry

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Jeffrey M. Perloff

Grant 91-25-76-29
Project completed fiscal year 1977

Descriptors: CONSTRUCTION INDUSTRY; ECONOMIC ANALYSIS AND ECONOMETRICS; UNIONS; WAGE STRUCTURE; OCCUPATIONAL LICENSING

This research analyzed the causes of wage changes in the construction industry. Institutional features of the construction industry were reviewed and incorporated into a wage theory. Unemployment and employment behavior were also explored. Another aspect examined was the effect of licensing laws on wage changes.

A microeconomic model, drawing from data gathered by the Construction Industry Stabilization Committee, was developed and empirically tested on the construction industry wage structure. Licensing law data were collected by mail survey.

The study found that wage changes depended on market conditions elsewhere as well as those in the construction industry and that licensing laws, by insulating the construction industry and affecting the elasticity of the labor supply, prevented outside market forces from limiting wage increases.
August 1976

NTIS PB265044/AS

5-248 The Impact of Union-Negotiated Job Security Provisions on Labor Turnover and Labor Mobility

CORNELL UNIVERSITY
ITHACA, N.Y.

Richard N. Block

Grant 91-36-76-33
Project completed fiscal year 1977

Descriptors: COLLECTIVE BARGAINING; JOB RETENTION; SENIORITY SYSTEMS; TURNOVER; LABOR MOBILITY

This study analyzed the impact of collective bargaining job security provisions on various aspects of labor mobility and labor turnover. Two main types of job security provisions—employment security and seniority—were analyzed. Regression techniques were employed, using Bureau of Labor Statistics data and information from the Social Security Administration's Continuous Work History Sample.

The results suggested that job security provisions appeared to keep employees with their firms. Seniority in promotion and transfer provisions had a noticeable impact on the quit rate and labor mobility. The presence of a supplemental unemployment benefits plan also had a significant and negative impact on the retention rate. It was determined that the quantity of layoffs was affected more by labor demand than by bargaining variables.
April 1977

NTIS PB266246/AS

5-249 The Evolution of Segmentation in the Chicago Labor Market, 1880 to 1930

BOSTON UNIVERSITY
BOSTON, MASS.

Heath Paley

Grants 91-25-76-43 and 91-25-78-06
Project still in progress

Descriptors: DUAL LABOR MARKETS; OCCUPATIONAL MOBILITY; OCCUPATIONAL STRUCTURE; INTERNAL LABOR MARKETS

This research endeavors to test the historical validity of the dual labor market hypothesis using mobility data for the period 1880 to 1930. It is exploring: (1) Whether there is evidence of segmentation occurring in the labor force during this period that was not based on differences in individual characteristics, and (2) whether there are signs of the development of an internal labor market in one large primary employer's work force.

Analysis is based on a study of payroll records of the McCormick Company from 1880 to 1901 and on payroll records of the McCormick Division of International Harvester Company from 1902 to 1930. Data on employees' age, race, place of birth, and education are being matched with information about their employment experiences at the McCormick plant through multiple correlation analysis.

5-250 The Effects of Benefits and Overtime Costs on the Short-Run Cyclical Demand for Labor in the Automobile Industry in Michigan

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Arthur R. Schwartz

Grant 91-26-76-69
Project completed fiscal year 1978

Descriptors: FRINGE BENEFITS; BUSINESS CYCLE; LABOR ADJUSTMENT COSTS; TRANSPORTATION EQUIPMENT INDUSTRY; MICHIGAN

The basic problem studied was the effect of rising fringe benefit costs on the decision of employers to obtain desired changes in labor inputs by adjusting the number of their em-

ployees or the overtime hours worked. If employers were using more overtime hours because of higher fringe benefit costs, this practice created a "fringe barrier" to additional employment. The study focused on the automobile industry in Michigan because this industry had large cyclical variations in employment. Thus the researcher could study work force adjustment to cyclical changes in output.

A total labor demand model was derived from the minimization of a cost function that included fringe benefits as a cost. Separate estimating equations were developed for average hours worked and for employment. The results suggested that the growth of fringe benefits relative to overtime costs had led to an increase of approximately 2 hours of overtime per week and to a loss of about 25,000 jobs in the Michigan auto industry between 1958 and 1976.

January 1978

NTIS PB280629/AS

5-251 Hospital Union Wage Effects

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

David L. Estenson

Grant 91-27-77-08
Project still in progress

Descriptors: HEALTH OCCUPATIONS; HOSPITALS; WAGES; COLLECTIVE BARGAINING; UNIONS

The study is attempting to construct a model for estimating the effects of hospital unions on wages. The model will take into account the different variables that affect demand for hospital services and labor supply, public policy regulating labor-management relations, and wage levels within the geographical areas studied. Data for analysis are being drawn from surveys of the wages for hospital workers conducted by the Bureau of Labor Statistics beginning in 1960 and from other sources.

5-252 The Function of Psychological Testing and Educational Credentials in Police Selection: A Critical Reassessment

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Joseph Gannon

Grant 91-25-77-28
Project still in progress

Descriptors: RECRUITMENT; PERSONNEL ADMINISTRATION; POLICE; ASSESSMENT OF APPLICANTS AND TRAINEES; HIRING PRACTICES

This research consists of four studies. The first will draw on published findings in psychology and law enforcement journals to determine whether past experience with paper and pencil tests warrants their continued use for police selection and whether higher education has been shown to be associated with successful police performance beyond the initial training phase. The second study, using econometric techniques, will try to establish the importance for selection of broad socioeconomic factors and identify how these macrolevel variables systematically relate to policy organizational structure. A third study will examine the hypothesis that the availability of college-educated relative to noncollege-educated recruits will increase during downturns in the economy. A fourth study will be concerned with determining whether there is a particular police profile that elicits more favorable performance ratings and whether middle-class candidates have an advantage over their lower or working-class counterparts.

For this research, a time series will be constructed from annual selection data for recruits in three major cities over a period beginning in 1930. The researcher will also use a variety of statistical techniques to determine: (1) Whether departments that have hired an increasing number of college-educated applicants have had a corresponding increase in the number of recruits from middle-class backgrounds; (2) whether the results of psychological tests have an adverse effect on candidates of lower or working class origin; and (3) whether the requirement of a college degree may have a discriminatory effect on applicants from the lower or working class.

5-253 Internal Markets and the Demand for Labor: An Analysis of Interindustry Variation in the Short Run Adjustment of Employment and Wages

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Kim B. Clark

Grant 91-25-77-36
Project still in progress

Descriptors: INTERNAL LABOR MARKETS; CEMENT INDUSTRY; MANUFACTURING; WORK SCHEDULES; MODELS; EMPLOYMENT; LABOR DEMAND; WAGE STRUCTURE

The purpose of this research is to measure the impact of the internal labor market on the shortrun adjustment of employment and wages. The influence of labor market institutions on the adjustment process will be specified and tested theoretically and through an intensive case study of the internal market in the cement industry. A model of the adjustment process will be developed in which wages, hours, and employment adjust and interact out of equilibrium.

The empirical application of the adjustment model will include two major bodies of data. Analysis of unpublished data on the cement industry will concentrate on employment-wage adjustment and interaction. The second data set permits estimation of the complete model using disaggregated level data for the entire manufacturing sector.

This study should result in an improved understanding of the impact of institutional structure on the adjustment process and facilitate analyzing effects of alternative policies on a variety of economic variables, such as employment, wages, and turnover.

5-254 A Study of the Effects of Task Goal and Schedule Choice on Productivity

YALE UNIVERSITY
NEW HAVEN, CONN.

Glenn Arthur Bassett

Grant 91-09-77-42
Project completed fiscal year 1978

Descriptors: WORK ATTITUDES; MOTIVATION; WORK SCHEDULES; PRODUCTIVITY

This study examined the effects on productivity and work attitudes of assigning workers to free choice conditions and preferred and nonpreferred work pace conditions. Workers were recruited for 1 day of clerical work and randomly assigned to three different choice conditions and to two dimensions that together determined work pace, high and low goal levels, and regular and compressed work schedules.

Contrary to expectations, arbitrary assignment to a nonpreferred work pace resulted in the highest output and free choice of work pace resulted in the lowest. This finding is explained by the tendency of workers arbitrarily assigned to a high pace to strive to achieve it and the tendency of those assigned to a lower pace to work at their preferred pace. The researcher noticed, too, that workers arbitrarily assigned felt a greater sense of accomplishment than did those given free choice. The latter experienced the lowest level of challenge, and workers

preferring the slowest or fastest work paces were more inclined to complain about pay. As hypothesized, high goal level and compressed work schedules resulted in the highest rate of work output; error rate was unrelated to any of the experimental conditions.
March 1978

NTIS PB284346/AS

5-255 Concentration and Employment Fluctuation: Theoretical Implications and Empirical Tests

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Gerald R. Bodisch

Grant 91-51-77-46
Project still in progress

Descriptors: EMPLOYMENT; JOB STABILITY; LABOR FORCE; LABOR SUPPLY; LABOR FORCE PARTICIPATION

The aim of this research is to determine the impact of occupational concentration on employment fluctuation. In particular, the researcher will use empirical tests to determine whether concentration has a differential impact on fluctuation in hours worked, in contrast to fluctuation in number of workers. Differences among workers across industries will be controlled for by incorporating into the tests the effect of worker characteristics on employment fluctuation.

While previous studies have implicitly assumed a static certainty world in which a firm's primary goal is to maximize profits, this study will focus on value maximizing as the central goal in a risky world. In this way, the researcher will attempt to offer a theoretical explanation as to why the market power of firms in concentrated industries may result in greater fluctuations in employment than those observed in competitive industries.

5-256 An Analysis of Interindustry Variations in Trade-Union Power: Determining Factors, and Impact on Wages and Nonpecuniary Aspects of Working Conditions

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Marie-Paule Joseph Donsimoni

Grant 91-25-77-57
Project still in progress

Descriptors: UNION IMPACT; COLLECTIVE BARGAINING; UNIONIZATION; WAGES; WORKING CONDITIONS

The principal focus of this research is to identify the characteristics of industries that affect trade union power, as measured by the impact of unionization on different dimensions of the employment contract. The first stage of the research, based on the assumption that trade union coverage is given exogenously, will concentrate on how its impact can be affected by factors such as the structure of the product market, the labor market, and unions. A second stage of the study will be a direct analysis of the relationship between the factor characterizing the industry structure and trade union coverage. Two different sets of cross sectional analysis will be performed—interindustry and interindividual.

5-257 Union Membership and Unemployment Due to Temporary Layoffs

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James E. Pearce

Grant 91-06-78-02
Project still in progress

Descriptors: UNION IMPACT; LAYOFFS; UNEMPLOYMENT/INFLATION TRADEOFF

This study will focus on the effect of labor union organization on the incidence and duration of temporary layoffs. It will seek to estimate the effect of union membership on an individual's probability of experiencing a layoff, on the time path of recall probability, and the expected duration of unemployment after layoff. The principal data source for this study is The University of Michigan's Panel Study of Income Dynamics.

It is expected that the findings will provide a clearer picture of the interaction of some of the determinants of the unemployment rate and will be useful in analyzing geographic variations in unemployment rates.

5-258 An Empirical Examination of the Union Impact on Supplementary Employee Compensation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Brian P. Heshizer

Grant 91-55-78-07
Project still in progress

Descriptors: LABOR MARKET BEHAVIOR; UNION IMPACT; TURNOVER; FRINGE BENEFITS

This research will focus on the impact of unionism on fringe benefit levels in the private sector. Both economic and institutional factors will be employed in a multivariate analysis of supplementary employee compensation. The market and organizational factors that affect fringes will be identified and quantitatively estimated.

The primary data source will be the biennial surveys of employee compensation conducted by the Bureau of Labor Statistics. Other information will be obtained from the 1970 census and from union publications. This study is expected to prove useful to policymakers at different levels by providing greater insight on the effects of fringes on such issues as labor costs, turnover, and also nonjob-related factors.

5-259 The Effects of the Guaranteed Annual Income on the Occupational Careers of Longshoremen: A Pilot Study

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

William DiFazio

Grant 91-36-78-34
Project still in progress

Descriptors: MOTIVATION; OCCUPATIONAL ADJUSTMENT; TECHNOLOGY AND TECHNOLOGICAL CHANGE; UNIONS; LONGSHORING; INCOME GUARANTEES

This research will focus on the effects of a guaranteed annual income (GAI) on individual longshoremen, their occupational culture, and their participation in the labor union. The study will draw upon the experience of longshoremen in the GAI program to investigate how they adapt to the loss of work without loss of income.

The research will use information gathered from participant observation, life history interviews with longshoremen and union leaders, and survey questionnaires. It will also draw on content analyses of archival material from the International Longshoremen's Association, local 1814, recorded speeches of union officials, and government studies.

This study should be of considerable value to future researchers and policymakers who may undertake a more ambitious evaluation of the overall effects of a guaranteed annual income. In general, the study is expected to provide: (1) Reliable indicators of the patterns of time use and of the relationship between present behavior and past work history of longshoremen in the GAI Program and (2) a tested instrument that could easily be used in similar work settings. These products should permit both the replication of a major portion of this research and its extension through comparisons with other occupational groups.

5-260 Employee Stock Ownership: A Microeconomic Analysis

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Paul C. Taylor

Grant 91-51-78-46
Project still in progress

Descriptors: COLLECTIVE BARGAINING; FRINGE BENEFITS; LABOR MOBILITY; TRANSITION FROM WORK TO RETIREMENT; MICROLEVEL ANALYSIS

This project will attempt to evaluate the benefits of employee stock ownership plans (ESOP's) to workers and to set the stage for reliable macroeconomic estimates of their impact on national employment and growth. It is a pilot study in four firms to test the impact of ESOP's on labor mobility, worker suggestions to improve production, and financial risk to employees. It will consider such issues as the contributions of ESOP's to firm efficiency and their worth to participating employees both as compensation and as an incentive to develop job skills. The researcher will also briefly explore the implications of ESOP's for regulation and collective bargaining in the four firms.

The results should have implications for the transition from work to retirement, employee participation in management, and job satisfaction.

5-261 Role Performance and Commitment to the Organization

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Jack L. Franklin

Grant 91-18-71-35
Project completed fiscal year 1972

Descriptors: JOB PERFORMANCE; ORGANIZATIONAL ENVIRONMENT; WORK ATTITUDES

This study examined the relationships between power used by the organization, commitment to the organization, and task performance. It tested the following hypotheses: (1) Organizations relying mostly on normative power tend to elicit more commitment from lower level participants than do organizations using mainly utilitarian power; (2) commitment to the organization has more influence on task performance in normative organizations; and (3) commitment to the informal workgroups has a greater effect on task performance in normative organizations.

A direct interview, sample survey was used to obtain data. Six organizations (three with normative and three with utilitarian power) were selected and a simple random sample of 40 roles was drawn from each of them. The total sample of workers consisted of 265 lower level participants.

The findings supported the first hypothesis, the second hypothesis received mixed support, while the third received no support.

May 1972

NTIS PB207345/AS

5-262 A Review and Analysis of Changed Work Schedules in Hospitals

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

William Clint Johnson

Grant 91-48-72-37
Project completed fiscal year 1976

Descriptors: WORK SCHEDULES; HOSPITALS; WORK ATTITUDES; EMPLOYER ATTITUDES

This research was designed as a test of the hypothesis that the present economic environment was one in which increasing real expenditure on hospital care was placing burdens on society's economic resources. This study provided a data base for analysis of changed work schedules in hospitals. The content of the data base was divided into an administrative section and an employee section. The data were obtained by a survey of administrators and employees in U.S. hospitals reporting experience with work schedules altered from the traditional 8-hour 5-day pattern. The administrative section contained information describing management objectives, methods of planning and implementation, specific outcomes, and aspects of administrative evaluation and response. The employee section contained information on employees' reactions to the schedule as it affected their work environment, their work attitudes, and their activities away from work. There were 248 administrative observations and 849 employee observations.

Some of the results of the study indicated that positive effects on labor supply were highly associated with current program status and positive administrative evaluation. The head office was more concerned with costs and efficiency of hospital care and less concerned with service aspects, while the opposite was true of administrative personnel located elsewhere in the hospital. The 12-hour workday tended to be more prevalent than the 10-hour day among male employees, younger employees, employees with more schooling, technicians, business office workers, employees with longer experience on the new work schedule, and employees with relatively short periods of time at the present job. The male moonlighting rate in this sample was much higher than the national male moonlighting rate. Moonlighting among employees was a function of increased schooling and was more characteristic of the 12-hour day than of the 10-hour day.

May 1975

NTIS PB246234/AS

5-263 Assessment of Work Climates: The Appropriateness of Classical Management Theory and Human Relations Theory Under Various Contingencies

NEW YORK UNIVERSITY
NEW YORK, N.Y.

John A. Langdale

Grant 91-36-73-29
Project completed fiscal year 1975

Descriptors: BUREAUCRACY; ORGANIZATIONAL ENVIRONMENT; INDUSTRY PRACTICES; INDUSTRIAL MANAGEMENT; SOCIAL STRUCTURE

There are two theories of design for organizational social systems. Theory Y, the human relations model, holds that an organization should be organic, participatory, and unstructured. Theory X, the classical management model, holds that an organization should be mechanistic, bureaucratic, and structured. This study was an investigation of the appropriateness of these two theories. Instead of advocating either one of these paradigms as the one best master plan, the researcher adopted a contingency theory that recognized that the appropriateness

of a theory X or a theory Y atmosphere would be moderated by the particular goals of the organization, its tasks, its size, its members' personalities, and the stress factors to which it was subjected. A total of 11 of these moderating contingencies were isolated.

A measure of classical-to-human relations climate was developed and validated, using the data supplied by 10 supervisors, 10 nonsupervisors, and one expert informant from each of 17 different work organizations. Through a correlational research design, the researcher found that these organizations exhibited significantly varying degrees of classical-to-human relations quality, depending upon the hypothesized contingencies. Furthermore, the same contingencies were shown to moderate members' perceptions of whether a classical or human-relations climate would be more effective in their organizations. Theoretically, the results were interpreted as supporting a contingency model of organizational design. The contingencies explained why enduring organizations sustained more classical or more human-relations atmosphere and why members could perceive either atmosphere as more effective.
June 1974

NTIS PB236218/AS

5-264 THE FOUR-DAY WORKWEEK: BLUE-COLLAR ADJUSTMENTS TO A NONCONVENTIONAL ARRANGEMENT OF WORK AND LEISURE TIME

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

David M. Maklan

Grant 91-26-74-10
Project completed fiscal year 1977

Descriptors: BLUE-COLLAR WORKERS; WORK SCHEDULES; MEN; ADJUSTMENT

This study examined the 4-day 40-hour workweek. Attention was directed toward assessing the effects of the 4-day workweek on the job, family, and use of time. The personal and environmental factors that influence adjustment to a compacted schedule were also explored.

An experimental group, consisting of 179 male blue-collar workers working a 4-day week, and a control group of 54 men of similar description working a regular workweek were matched by job characteristics, location of employing firm, and demographic variables. A survey questionnaire was administered and each participant kept a time-budget diary.

The blue-collar worker response to the 4-day schedule was generally favorable. However, job satisfaction was found to be lower although offset by a greater satisfaction with the amount and use of free time. No differences in mean scores were found between work groups on the measures of satisfaction in the context of the family, but a larger proportion of 4-day workers indicated complete satisfaction or dissatisfaction on these measures.
1976

NTIS PB276352/AS

5-265 THE IMPACT OF THE WORK ENVIRONMENT ON LIFE OUTSIDE THE JOB: A STUDY OF THE RELATIONSHIP BETWEEN JOB CONTENT AND LEISURE ACTIVITY, POLITICAL PARTICIPATION, AND MENTAL STRAIN USING NATIONAL SURVEY DATA

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert A. Karasek, Jr.

Grant 91-25-75-17
Project completed fiscal year 1977

Descriptors: DATA SOURCES AND USE; JOB SATISFACTION; LEISURE; LIFESTYLES; SOCIAL REINFORCEMENT; WORK ENVIRONMENT; WORK ROLES; SWEDEN

This study, based on data from a 1968 national survey in Sweden, explored the relationship between the working individual's daily experience on the job and leisure activity, political participation, and mental strain after the workday is done. A social-psychological model was designed to measure three aspects of the work environment—demands of the job, individual's control over the job, and social relationships on the job. The model that was developed and tested dealt with the male, nonrural work force.

Workers were found to have social roles of either passive or active behavior on their jobs. The carryover from job to leisure followed these lines in that "active behavior" on the job was predictive of "active behavior" during leisure time. No evidence was found that workers compensate for problems at work during their leisure time. Mental strain was most often correlated with the individual's lack of control over the job and subsequent inability to deal directly with the stress.
June 1976

NTIS PB263073/AS

5-266 A COMPARISON OF THE EFFECTS OF JOB REDESIGN WITH AND WITHOUT EMPLOYEE PARTICIPATION

YALE UNIVERSITY
NEW HAVEN, CONN.

Irmtraud Streker

Grant 91-09-75-34
Project completed fiscal year 1977

Descriptors: JOB RESTRUCTURING; JOB SATISFACTION; MOTIVATION; WORKER UTILIZATION; WORKER PARTICIPATION IN MANAGEMENT

This research investigated the effects of employee participation in the redesign of jobs and the implementation of new ones. An organization was simulated and jobs were redesigned using one of three implementation conditions: (1) The supervisor redesigned the jobs; (2) all members of the work team participated in redesign; and (3) a job design developed by a participative group was imposed on another group by the plant manager. The simulation was part of a 4-day workshop on job redesign.

The results indicated that the participative implementation method had a positive effect on employee satisfaction measures and led employees to view job characteristics more positively than did participants on whom the same jobs were imposed by a plant manager. Resistance to change was influenced less by the implementation conditions than by the relationship between supervisor and workers before and after the proposed changes. The results raised questions about the moderating effect of growth needs on the relationship between job characteristics and individual outcomes and about the position of satisfaction in the causal sequence of job characteristics, experienced psychological states, and individual outcomes.
1976

NTIS PB263525/AS

5-267 SUPERVISOR-SUBORDINATE SIMILARITY: A DETERMINANT OF SUBORDINATE RATINGS AND REWARDS

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Veronica F. Nieva

Grant 91-26-75-37
Project completed fiscal year 1977

Descriptors: JOB PERFORMANCE; SUPERVISION; BLACK/WHITE; MALE/FEMALE; ORGANIZATIONAL ENVIRONMENT

This research investigated the effects of similarity-attraction relationships between supervisors and subordinates on performance evaluations and attempted to judge the influence of nonability factors on rewards and promotions given to individuals in different organizations.

A questionnaire designed to measure the effect of similarity was distributed to 120 supervisors and 512 of their employees in five firms. Panel data from three of the firms were collected and analyzed.

Supervisor-subordinate similarities were found to be related to favorable ratings and rewards received by the subordinate. The relationship was stronger for people in positions with low job certainty than for workers with high job certainty. The subgrouping by sex and race showed that the effect of supervisor-subordinate similarities were stronger for female and for black supervisors and subordinates than for male and white ones.

1976

NTIS PB273848/AS

5-268 The Effects of Managers' Performance Evaluation Policies on Subordinate Motivation in a Program of Management by Objectives

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Philip J. Manhart

Grant 91-36-76-09
Project completed fiscal year 1977

Descriptors: MOTIVATION; JOB PERFORMANCE; SUPERVISION; PERSONNEL ADMINISTRATION

This study of management by objectives (MBO) was carried out with a sample of 69 managers and 156 of their subordinates in an organization using MBO. Managers' evaluation policies were measured by their actual use of information on subordinates' objective accomplishments, personality traits, and behaviors in a policy-capturing task called "the Decision Making Exercise", and by responses to questionnaire items concerning their use of such information in making performance evaluations and allocating organizational rewards.

It was hypothesized that the amount of effort expended by subordinates would be positively related to the extent to which their managers allocated extrinsic rewards on the basis of objective accomplishment and negatively related to the extent to which they based these allocations on personality or behavioral characteristics of the subordinate. A causal model was proposed, in which the manager's evaluation policy affects subordinates' expenditure of effort through the subordinates' perceptions of the policy, which, in turn, affect expectancy and instrumentality perceptions.

The hypotheses were supported only when the managers' evaluation policies were measured by performance in the policy-capturing exercise and when subordinates were rated by the managers' superiors. The hypothesized causal sequence received no support. A post hoc explanation, involving the concept of task tension, was offered.

June 1977

NTIS PB274322/AS

5-269 An Integrative Approach to the Study of Leadership: An Empirical Examination and Theoretical Integration

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Robert P. Vecchio

Grant 91-17-76-27
Project completed fiscal year 1977

Descriptors: SUPERVISION; WORK ATTITUDES; ORGANIZATIONAL ENVIRONMENT; MODELS

This study of leadership effectiveness sought to integrate various theories of leadership and test the validity of a leadership model through two approaches to measuring effectiveness. Most theoretical models of leadership were shown to contain elements relating to: (1) The leader's personal qualities and behaviors (flexibility, training, personality, etc.); (2) the situation confronting the leader and his followers (specific task requirements, environmental constraints, etc.); and (3) the characteristics of followers (abilities, values, cohesiveness, etc.). there is, however, no consensus on whether the models should employ measures based on leader-group interaction or dyadic (leader-follower) interaction.

Using data obtained in the course of leadership exercises performed by 48 four-man groups, this study constructed multiple measures of both group and individual satisfaction and performance. It then tested the predictive ability of the respective measures in Fiedler's Contingency Model, which the researcher described as one of the most fully developed theories of leadership.

The following conclusions were drawn from the findings: (1) There is sufficient doubt about the validity of Fiedler's model to warrant additional validation attempts; (2) given its limited applicability, other leadership theories with demonstrated ability to generalize across situations offer greater promise for the practitioner; (3) despite the model's difficulty in accounting for interactive task performance, a dyadic refinement of the model offers hope for dealing with coactive performance; (4) a predicted interaction among leader intelligence, group atmosphere, and leadership style received moderate support; (5) an examination of the model's ability to predict intragroup satisfaction received moderate support; and (6) the model was indirectly supported by "spin off" issues of leader intelligence, intragroup satisfaction, and dyadic refinement.

1976

NTIS PB274267/AS

5-270 Democracy, Authority, and Alienation in Work: A Case Study of the Effectiveness of Workers' Participation in an American Corporation

YALE UNIVERSITY
NEW HAVEN, CONN.

John F. Witte

Grant 91-09-76-36
Project completed fiscal year 1978

Descriptors: ALIENATION; JOB SATISFACTION; WORKER PARTICIPATION IN MANAGEMENT

This study analyzed a program involving worker participation in a large American corporation where the author was a participant observer for nearly 2 years. He examined two forms of participation, joint worker-manager policymaking councils and committees and operational-level experiments with autonomous and semiautonomous work groups.

The most important conclusions were: (1) The work group itself seemed to have the greater potential for effective worker participation than did policy councils and committees, although this company was unable to sustain meaningful participation at the shop floor level over a long period of time. (2) In general, workers' participation was severely limited in the United States, not because of its effect on productivity or the limitations of workers, but rather because of the challenge it posed to the meritocratic premises of corporate organization. The author concluded that lack of belief in and resistance to

norms even mildly reflecting a principle of political equality were the greatest barrier to industrial democracy.
April 1978

NTIS PB283208/AS

5-271 Industrial Safety and Collective Bargaining: An Economic Analysis

THE UNIVERSITY OF WISCONSIN
MILWAUKEE, WIS.

Wayne R. Wendling

Grant 91-55-76-38
Project completed fiscal year 1978

Descriptors: COLLECTIVE BARGAINING; UNIONS; OCCUPATIONAL SAFETY AND HEALTH; WORK ENVIRONMENT

This study investigated the hypotheses that job safety and health provisions were more likely to be included in collective-bargaining agreements under the following conditions: (1) The industry's work force suffered from numerous work hazards; (2) the internal labor force of the industry was composed primarily of craft or entry-level workers; (3) the industry's labor force was highly unionized. Through discriminant analysis the researcher confirmed hypotheses (1) and (3) but found that hypothesis (2) did not necessarily hold true for external market employees.

The primary policy implications of this research were related to the inspection program of the Occupational Safety and Health Administration. Safety inspections might have been most efficiently targeted toward hazard-prone industries with less than 1,000 workers, where bargaining was conducted with more than a single employer, where labor was not extensively organized, and in which the product market was not concentrated.
October 1977

NTIS PB287556/AS

5-272 Social Support for Mediating the Effects of Occupational Stress on the Health of Industrial Workers

DUKE UNIVERSITY
DURHAM, N.C.

James A. Wells

Grant 91-37-76-53
Project still in progress

Descriptors: OCCUPATIONAL SAFETY AND HEALTH; QUALITY OF EMPLOYMENT; SOCIAL RELATIONSHIPS

The effects of various types and sources of social support on the relationship between job-related psychosocial stress and worker health are explored in this study. Since interpersonal relations are perhaps the most tractable aspect of the work environment, the results of this research will have direct policy implications for the improvement of worker health, a primary determinant of the quality of work. The results will also contribute to building an empirically based theory of social support. The data include: (1) Questionnaire measures of perceived stress, social support, and health collected in a large plant manufacturing rubber tires, plastics, and chemicals; (2) physical examination measures gathered on a subsample of workers by the National Institute of Occupational Safety and Health (NIOSH) and OHSA; and (3) objective job-stress ratings by a panel of judges including members of the union, plant management, and members of the research team familiar with the plant.

5-273 The Impact of Sick Leave Provisions on Days Lost from Work and Medical Care Utilization for Specific Diseases

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Lynn Paringer

Grant 91-55-77-09
Project still in progress

Descriptors: HEALTH CARE; HEALTH; SICK LEAVE

The study is first trying to quantify the effects of sick leave provisions and certain other economic and demographic variables on days of work lost due to certain specified illnesses. The second part of the study will assess the impact that indirect costs (wage losses) have on medical care utilization and the type of treatment chosen by persons with specified illnesses.

Data for the study are being drawn from the 1968 Health Interview Survey by the National Center for Health Statistics. Results of the study will have potential usefulness for any efforts to improve health care utilization through public policy or private health plans.

5-274 Change in Work Processes and the Quality of Employment: The Impact of Power Relationships in the Firm

STANFORD UNIVERSITY
STANFORD, CALIF.

William H. Behn

Grant 91-06-77-13
Project still in progress

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; ORGANIZATIONAL ENVIRONMENT; COLLECTIVE BARGAINING

The primary purpose of this study is to examine the impact of power relationships in firms on the process of change in work organization and the quality of employment. The study is considering such issues as: (1) Distribution of legal rights and power relationships in the workplace; (2) worker participation in collective bargaining; (3) worker participation in decision-making and enterprise performance; (4) experimentation with worker participation in management; (5) worker-initiated change in work organization; and (6) conflicts and work reorganization.

The research is based on comprehensive historical analyses of literature, case histories, and labor-management agreements related to the issues studied.

5-275 The Relationship Between Worker Ownership and Control of Companies and Organizational Effectiveness

UNIVERSITY OF OREGON
EUGENE, OREG.

Susan R. Wisler

Grant 91-41-77-40
Project still in progress

Descriptors: WORKER PARTICIPATION IN MANAGEMENT; COOPERATIVES; WORK ATTITUDES; PRODUCTIVITY; ORGANIZATIONAL ENVIRONMENT; INVESTMENT

The primary objective of this project is to examine the effect of worker ownership and control of an organization on organizational effectiveness. The study will test the hypothesis that financial investment and higher perceptions of participation in decisionmaking on the part of members of cooperatives result

in greater commitment to the organization than that felt by their counterparts in conventional organizations. This commitment is reflected in an increased willingness to work for the attainment of organizational goals and, consequently, results in greater organizational effectiveness.

The methodology to be used is a field study approach, with data being gathered through questionnaires and access to company records. Included in the sample are workers in both cooperative and conventional organizations in the same industry and of similar size. Hypotheses will be tested using, for the most part, correlational and multivariate analytic techniques, including discriminant analysis, analysis of variance, and regression analysis.

This research should yield an improved understanding of organizational behavior. Specific contributions are expected to include a greater understanding of the effects of worker ownership in producer organizations, a better definition of the role of worker participation in decisionmaking in producer organizations, and an increase in the body of knowledge regarding the effects of organizational commitment on organization effectiveness.

5-276 Identifying Optimal Groups for Judgmental Decisions: An Experimental Study

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Stephen A. Stumpf

Grant 91-36-77-45
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EMPLOYER PRACTICES AND POLICIES; DECISIONMAKING

The focus of this research is on judgmental decisionmaking in groups. Because of uncertainty and the lack of objective data, policy decisions must often be based on the judgments of a group of administrators and their advisors. This research introduces a model that considers: (1) Characteristics of the decision; (2) situation variables; (3) membership characteristics; and (4) group methods of functioning.

A decision tree, summarizing conclusions of prior research, has been developed to identify optimal decision groups. Considering the characteristics desired in a decision, it is expected that groups in the optimal set will make more effective decisions than other groups.

A laboratory experiment using 108 groups in a balanced factorial design will test the usefulness of the underlying decision tree and model. Decision effectiveness is measured by quality, acceptance, and originality. The experimental tasks are simulations of actual judgmental decisions.

5-277 An Analysis of Job Satisfaction of Employed Youth Involved in an Experimental School Dropout Rehabilitation Program

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
STILLWATER, OKLA.

Gaylen R. Wallace

Grant 91-38-66-12
Project completed fiscal year 1967

Descriptors: JOB SATISFACTION; WORK ATTITUDES; OKLAHOMA, OKLAHOMA CITY

This study examined differences in job satisfaction among employed youth receiving vocational training, academic training, or a combination of both in a school dropout rehabilitation program in Oklahoma City. Youth who completed the program as well as those who were not enrolled or who dropped out well before completion were tested and interviewed to determine job satisfaction.
1967

NTIS PB177546/AS

5-278 Personal and Behavioral Factors Affecting the Supply of the Self-Employed

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Jack H. Snyder

Grant 91-53-66-27
Project completed fiscal year 1971

Descriptors: WORK ATTITUDES; OWNERS; MANAGERIAL OCCUPATIONS; RETAIL TRADE; WISCONSIN, MADISON

This study sought to identify personal and behavioral factors differentiating both self-employed retail managers who started their own businesses from those who bought an existing business and the self-employed from salaried managers, as a basis for estimating the number of self-employed in a general population of retail managers. Data were obtained in interviews with 132 self-employed and 68 salaried retail managers in Madison, Wis., who had operated their businesses for at least 3 years.

Those who started their businesses were found to be more satisfied with the performance of their businesses and to work fewer hours than those who had bought businesses. The self-employed managers had more years in the labor force and tended to be more self-reliant than salaried managers, but the latter had larger businesses. From these and other findings, the researcher developed a formula to estimate the number of self-employed and, by subtraction, the number of salaried workers in a general population of managers.
1972

NTIS PB193789/AS

5-279 Individual Need Satisfaction in Work and Non-Work: A Comparative Study of the Effects of the Technology and Organization of Work

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Walter F. Hubner

Grant 91-53-66-69
Project completed fiscal year 1972

Descriptors: ORGANIZATIONAL ENVIRONMENT; WORK ATTITUDES; WORKER TRAITS

This study attempted to identify the nature of the relationships between organizational variables and attitudinal and behavioral reactions of individuals to employment. Employee needs, satisfaction, nonwork activities, and overall attitudes toward company and work were assessed through questionnaires administered to about 800 nonmanagerial employees—a 10 percent sample representing the sex and skill composition of the work force in 10 manufacturing companies and public utilities in Wisconsin, Illinois, and New York. Organizational variables were assessed through direct observation and evaluation.

Needs were found to be primarily a function of individual characteristics. Satisfaction depended equally upon individual variables and organizational variables, notably the bureaucratic and technological structure and the size of the organization. The use of nonwork time also varied with both individual and organizational characteristics, but the time spent in nonwork

activities directly related to work was greatest among those whose work was most highly structured.
December 1971

NTIS PB202892/AS

5-280 Man-Machine Relationships, Attitudes Toward Work, and Meanings in the Work Role

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Jon M. Shepard

Grants 91-24-67-03 and 91-24-68-09
Project completed fiscal year 1968

Descriptors: WORK ATTITUDES; WORK ENVIRONMENT; ALIENATION; AUTOMOBILE INDUSTRY; PETROLEUM REFINING; BLUE-COLLAR WORKERS; TECHNOLOGY AND TECHNOLOGICAL CHANGE

This study explored the effects of particular kinds of technological systems on job content, attachment to work roles, and meanings in work. The researcher interviewed workers in the three relationships discerned between workers and modern technology: (1) Skilled artisans, workers in craft production systems, represented by a sample of 117 maintenance craftsmen in an auto plant; (2) special-purpose machine operators, workers in mechanized production systems, represented by 96 assembly line workers in an auto plant; and (3) machine monitors, workers in automated production systems, represented by 92 monitors in an oil refinery. In these interviews, information was gathered on workers' attitudes toward their jobs and toward work.

The researcher found that their work situation made assembly line workers most predisposed to alienation: They felt they lacked freedom in and control over their work; they saw little relationship between their jobs and work done elsewhere in the organization; and they considered that promotions were usually based on criteria other than merit. The monitors and the craft workers both ranked low on these predisposing factors, but not consistently so.

Assembly line workers also ranked first in job alienation: They did not consider the organization's goals important to them personally; they treated work as a means to an end rather than as an end in itself; and they measured their own esteem in terms of activities other than work. In these respects, maintenance craft workers ranked second and refinery monitors third.

Within the bounds of this study, the researcher concluded that workers in an automated plant were the least likely to experience feelings of separation from the world of work. He pointed out, however, that older workers (over 35) and those with higher incomes (over $8,000) were less alienated than their younger and less affluent counterparts—a group dominated by assembly line workers. He also cautioned about broad generalization based on a study in two industries with many unique characteristics.
1968

NTIS PB178467/AS
Also available in "Functional Specialization and Work Attitudes," *Industrial Relations*, vol. 8, No.2, February 1969, pp. 185-194.

5-281 A Thirty-One Year Longitudinal Study of Engineering Students' Interest Profiles and Career Patterns

PURDUE UNIVERSITY
LAFAYETTE, IND.

Darrell Raymond Benjamin

Grant 91-16-67-13
Project completed fiscal year 1969

Descriptors: ATTITUDES; ENGINEERS; STUDENTS; UNIVERSITIES AND COLLEGES

This study compared engineers' interests as college freshmen and 31 years later and related these two sets of interests to such variables as college grades, advanced study, patents, job functions and responsibilities, and salaries. Standardized versions of the Strong Vocational Interest Blank for Men (SVIB) were administered to 229 engineering graduates of Purdue University when they were freshmen in 1935 and again in 1966. In addition, 177 of the group responded to a Purdue University alumni questionnaire in 1965.

According to the SVIB test-retest, the engineering graduates' interests remained relatively stable. In general, the engineers shifted toward having more interests in common with men in managerial, personnel, and higher level occupations, and fewer interests in common with those in physical science or mechanical and business retail occupations. The SVIB scales revealed a trend toward combining scientific orientation with administrative and supervisory interests.

Interests were related meaningfully to a number of occupational and academic variables, according to the investigator. The engineers who as freshmen were interested in technical activities but not in social service or business remained primarily in technical jobs. Freshmen interests were also predictive of those who were to enter nontechnical positions. The more inventive engineers, both as freshmen and 31 years later, evinced interests similar to those of physical scientists. Similarity of interests with scientific and other highly specialized groups characterized freshmen who subsequently earned better grades and obtained advanced degrees. With regard to salaries, those ultimately earning the highest income had more interests in common with high prestige-high paying occupational groups and fewer with low prestige-low paying groups than those who earned less.

The researcher concluded that individuals, as a result of personal characteristics developed early in life, did seek out an occupation which allowed for the expression of these characteristics. As a result of continuing life experiences, however, they also became very much like others in the same occupation.
1970

NTIS PB182533/AS

5-282 A Study of the Motivating and Dissatisfying Forces in an Isolated Work Situation

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Robert Albert Ullrich

Grant 91-27-67-15
Project completed fiscal year 1968

Descriptors: WORK ATTITUDES; MERCHANT MARINE; JOB SATISFACTION

This study investigated the factors contributing to worker motivation and dissatisfaction in an isolated work situation. A case study, it focused on the maritime industry. Semistructured interviews were conducted with 54 licensed marine engineering officers in the U.S. Merchant Marine while their ships were in port. Additional data were derived from the researcher's observation of a ship's officers for the duration of a single voyage. The six engineering officers aboard were interviewed at the end of the voyage.

The researcher found that intrinsic job factors functioned as sources of satisfaction. Thus, the workers derived satisfaction from achievement in learning or doing something on the job, and the possibility of professional growth. These intrinsic factors were also closely associated with positive effects, such as lower turnover, better work performance, more positive attitudes toward work, improved physical or mental states, and/or improved interpersonal relations.

On the other hand, some job conditions—interpersonal relations with subordinates, technical supervision, company poli-

cies and administration, and personal isolation—were sources of dissatisfaction. Others were not significantly related to either satisfaction or dissatisfaction: Recognition, advancement, salary, interpersonal relations with peers, work environment, nature of the work, personal aspects, job security, and physical safety. To develop and maintain a capable, motivated, and loyal work force, the researcher proposed measures which would lend support to the individual seaman's needs.
1968

NTIS PB178324/AS

5-283 THE PROFESSIONAL SOCIALIZATION OF SOCIAL WORK STUDENTS: HOW LENGTH OF SCHOOLING, PRIOR WORK EXPERIENCE, AND OTHER VARIABLES, AFFECT SOME ASPECTS OF THE PROFESSIONAL SOCIALIZATION OF GRADUATE SOCIAL WORK STUDENTS

NEW SCHOOL FOR SOCIAL RESEARCH
NEW YORK, N.Y.

Thomas H. Shey

Grant 91-34-67-46
Project completed fiscal year 1969

Descriptors: UNIVERSITIES AND COLLEGES; SOCIAL SERVICE EMPLOYEES; JOB SATISFACTION; PROFESSIONALS; STUDENTS; WORK ATTITUDES; CAREER CHOICE

This study explored some effects of graduate social work education on students' attitudes and expectations regarding their chosen field. Questionnaires were completed in 1967-68 by 320 students at five graduate schools of social work, and interviews were conducted with a number of students, faculty, and deans of social work schools.

The researcher found that on the whole the attitudes associated with professionalism were not inculcated in graduate schools of social work. In fact, students were largely indifferent to the issue of professional identification. Even the students who entered school with high ideals rapidly became oriented toward the practical exigencies of finishing the 2-year curriculum and advancing in the field. The longer students spent in school, the more disillusioned they became.

The researcher found that students were socialized as much by their previous work histories—three-fourths had held full-time jobs, mostly in social work—as by their graduate education. Altogether, 81 percent of the students asserted basic satisfaction with the field of social work.

The selection processes for entrance to graduate school helped assure ultimate satisfaction with the field. According to the researcher, the primary reason students entered graduate schools of social work was a genuine desire to help people, in conjunction with the relative ease of gaining admission and financial support. This self-selection process was reinforced by the schools' policy of recruiting persons already committed to the norms and values of the field.
1970

NTIS PB179660/AS

5-284 MOTIVATIONAL ASPECTS OF THE CHRONICALLY UNEMPLOYED

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Garland Frank Lawlis

Grant 91-46-67-47
Project completed fiscal year 1968

Descriptors: MOTIVATION; CHRONICALLY UNEMPLOYED; ATTITUDES

This study sought to determine which motivations were most characteristic of the chronically unemployed, defined as those who left more than six jobs in less than 6 months and worked less than 5 days on each job. Based on several psychological tests, 75 chronically unemployed males were compared with an equal number of employed males, matched for age, intelligence, race, and general educational level.

The researcher discerned four general areas of psychological makeup in which the two groups differed significantly. The chronically unemployed subjects were more likely to be very fearful of the world and their ability to meet its demands, to reject relationships with the opposite sex, to experience anxiety, and to have contradictory or unrealistic motivations.

These findings suggested to the researcher that efforts to alter these motivational characteristics of the chronically unemployed must be made in order to lengthen the time they spend on jobs.
1968

NTIS PB178774/AS

5-285 AN INVESTIGATION OF TASK ALLOCATION DECISIONS IN AUTONOMOUS WORK GROUPS IN A CONTINUOUS PROCESS INDUSTRY

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Gerald I. Susman

Grant 91-05-68-73
Project completed fiscal year 1969

Descriptors: WORK ATTITUDES; BLUE-COLLAR WORKERS; PETROLEUM REFINING

This study tested the hypothesis that autonomous work groups assigned tasks to their members by matching each worker's perceived competence with the skill required for the task. An autonomous work group was defined as one in which the members could alter the set of tasks assigned by management to a position, and exchange positions within the group. Three questionnaires were administered to several managers and 14 employees of an oil refinery—five stillmen and nine stillmen helpers. Thirteen work groups were constructed, using a rotating system with one stillman and two helpers per group.

The researcher confirmed his hypothesis, for stillmen (i.e., those judged more competent by their fellow workers) were allocated tasks judged as requiring more skill. Among stillmen helpers, however, the highly skilled were allocated low-skill tasks. The researcher suggested that, because men in higher positions (stillmen) identified with management, they themselves performed the tasks which would have accomplished management's objectives. Men in lower ranked positions preferred performing low-skilled tasks in order to pursue social activities while on the job.

The researcher observed that within each work group, employees identified more tasks than had been assigned by management. In addition, the tasks differed for each individual from group to group. The investigator suggested these phenomena were a function of autonomy and might be attributable in part to the unpredictable sequence of tasks.
1969

NTIS PB183301/AS
Also available in "The Concept of Status Congruence as a Basis to Predict Task Allocations in Autonomous Work Groups," *Administrative Science Quarterly*, June 1970

5-286 THE WEAPONSMAKER: ROLE ORIENTATIONS AND BEHAVIOR OF SCIENTISTS AND ENGINEERS IN THE AEROSPACE INDUSTRY

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Jeffrey M. Schevitz

Grant 91-05-69-01
Project completed fiscal year 1975

Descriptors: ENGINEERS; PARTICIPANT-OBSERVER METHODOLOGY; ATTITUDES; JOB SATISFACTION; ROLE CONFLICT

The sources, content, and effects of diverse role orientations among weaponsmakers—scientists and engineers who participated in the research, development, testing, evaluation, and production of weapons systems—were the subjects of this study. It attempted to show how professional associations and journals, educational policies, the security system, corporate authority, and professional ideology helped to shape the role orientations of weaponsmakers. The major focus of the analysis was upon weaponsmakers who became alienated from the uses of their research or products.

The primary data came from 48 interviews, supplemented by the researcher's participation in an organization of weaponsmakers concerned with their social responsibility as scientists and engineers. The 33 alienated weaponsmakers were listed in three categories: Rationalizers—those who constructed rationalizations that allow them to continue their work despite their criticisms; dropouts—those who left their weaponsmaking jobs or redesigned them to eliminate weaponsmaking projects; and political organizers—those who attempted to organize their colleagues to force changes in the uses to which their work was put. Fifteen weaponsmakers with orientations not critical of weaponsmaking provided a comparison basis.

The study found that the behavior differences among alienated weaponsmakers were related primarily to the availability of alternative job opportunities and the degree of consistent social support they received for behavior directed against weaponsmaking. A second major finding was that rationalization was an unstable behavioral response to a role orientation critical of weaponsmaking for those with certain background and situational characteristics. Rationalizers usually became dropouts or political organizers.

February 1975

NTIS PB267209/AS

5-287 THE EFFECTS OF WORK RATE UPON JOB SATISFACTION

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Stephen Wollack

Grant 91-37-69-16
Project completed fiscal year 1970

Descriptors: WORK ATTITUDES; PRODUCTIVITY; JOB PERFORMANCE; PRODUCTION; BLUE-COLLAR WORKERS

This study tested the hypothesis that discrepancies between the assigned rate of work production and a person's preferred, or normal, rate of work were associated with dissatisfaction. Assigned rates higher than normal were predicted to be associated with fatigue, while below-normal rates were thought to be associated with boredom.

Eighty subjects employed at a local factory were hired specifically for this study. They were assigned at random to do one of two tasks—an inspection task and an assembly task—at another Bowling Green firm. Both tasks were continuous operations with regular cycle times. A 4-day learning period was provided. The fourth day's output was used as the base rate (each worker's average or "preferred" rate of work). On the fifth day, the subjects from each task were divided into five groups and were assigned a different work rate, ranging from 14 percent slower than their base rate to 14 percent faster. Measures were obtained of satisfaction, fatigue, boredom, and the subject's perception of the assigned rate of work (on a scale ranging from much too fast to much too slow).

The analyses of actual work rates did not support the hypothesis. However, analyses using the subject's perception of the assigned work rate gave results which were consistent with the hypothesis. Yet measures of perceived work rate were only moderately correlated with actual rates and the data did not show whether satisfaction determined the perception of the work rates or the opposite.

1972

NTIS PB186459/AS

5-288 A TYPOLOGICAL APPROACH TO THE RELATIONSHIP BETWEEN THE MOTIVATION TO WORK AND JOB SATISFACTION

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Frank J. Landy

Grant 91-37-69-17
Project completed fiscal year 1970

Descriptors: ENGINEERS; MOTIVATION; JOB SATISFACTION

The two major objectives of this study were (1) to determine if a type of job satisfaction could be found for each type of motivation to work and (2) to discover whether various motivation and satisfaction types were characterized by differing lengths of time in a profession.

On the assumption that individuals from a single occupation had the same potential rewards available to them, the researcher queried engineers from six different organizations. The questionnaire covered satisfaction, motivation, performance, and general descriptive work history. The engineers were then rated by coworkers on work motivation and performance.

The researcher developed a complementary matrix on the basis of the satisfaction and motivational scores for each engineer's motivation and satisfaction type. Work history variables and performance dimensions were then related to both satisfaction and motivation types in the matrix. Too many groups emerged for meaningful analysis.

Certain types of satisfaction seemed to be characterized by different lengths of service in the profession, for example, but length of service seemed to have no relationship to motivational type. Motivational type seemed to act as a moderator of the relationship between job satisfaction and job performance. The major proposition of the study, that complementary motivation and satisfaction types could be found, received no support from the research.

1972

NTIS PB185984/AS

5-289 AN EVALUATION OF MOTIVATIONAL SIMILARITY IN WORK GROUPS

YALE UNIVERSITY
NEW HAVEN, CONN.

Donald D. Bowen

Grant 91-07-69-46
Project completed fiscal year 1971

Descriptors: WORK ATTITUDES; MOTIVATION; SUPERVISION

The researcher sought to adapt the "modal personality" approach (previously limited to investigating the linkage between behavior and general personality traits in groups such as nations and tribes) to the study of work organizations. He assumed that the work group was an appropriate unit of analysis in organizational research and that personality patterns, as measured by individual needs scores, contributed to major differences in the functioning of the work group. He explored the propositions that differences in work-group motivation would be associated with: (1) The use of different selection processes; (2) the presence of different socialization processes; and (3) differences in on-the-job behavior and attitudes as related to the organization's effectiveness and health.

One small, owner-managed electronics firm in a Northeastern State was studied. Nearly one-fifth of the staff of 330 were supervisors, managers, or professional or technical workers; the

remainder were clerical or production workers. Eighty workers (evenly divided between men and women) were given the Thematic Apperception Test to measure their needs for achievement, affiliation, and power, and questionnaires to obtain demographic, job satisfaction, and group cohesiveness data. In addition, supervisors' evaluations of the workers were obtained, personnel procedures and supervisory practices were reviewed, and other members of the larger work groups were interviewed. Finally, relevant studies from the fields of cultural anthropology, social psychology, industrial psychology, and organizational research, were reviewed.

Leadership styles emphasizing selection (large number of interviews required for a hiring decision) and socialization (frequent and detailed reports required of subordinates) were identified. These styles were found to be related to the need levels and patterns of motivation among subordinates, as well as to turnover. Differences in motivation among work groups definitely moderated the relationships between leadership style and employees' job attitudes.

1972

NTIS PB200291/AS

5-290 A Study of the Social Service Employees Union of the New York City Department of Social Services

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Richard H. P. Mendes

Grant 91-34-70-06
Project completed fiscal year 1975

Descriptors: ROLE CONFLICT; GOVERNMENT WORK; JOB SATISFACTION; PROFESSIONALS; UNION IMPACT; INCENTIVES; WORK ATTITUDES; SOCIAL SERVICE EMPLOYEES; WELFARE PROGRAMS; UNIONIZATION

This indepth case study analyzed a labor union of professionals and semiprofessionals and identified its role as a fast-growing contemporary social phenomenon with very real consequences. The study utilized information gleaned from qualitative methods, participant observation, nonparticipant observation, archival analysis, and focused interviews. The author, a former member of the Social Service Employees Union (SSEU) of the New York City Department of Social Services, was permitted access to private as well as public records of all factions and levels of the SSEU membership.

Part I of the study, an historical inquiry into the origins and development of the union, concluded that the SSEU was a type of association new to the American scene: A social hybrid combining concerns traditional to the labor movement with those most frequently associated with the professional community. The union adopted this dual role when it started to include matters of professional policy in its collective bargaining demands. A brief examination of other unions of professionally oriented employees indicated that they had followed a similar pattern.

Part II tested the study's central explanatory hypothesis—the role strain hypothesis, in which the union was seen as a collective response to the role strain engendered by the confrontation of humanistic role obligations—the welfare worker's commitment to service—with bureaucratic role requirements of the employing organization, entailing goals such as keeping the welfare rolls to a minimum. The major independent variable, role strain, was examined against more traditional pecuniary dimensions of job satisfaction, and the prevailing view that the union's concern for social service clients was merely a public relations mask for the real bread and butter issues was challenged.

The study developed the following relationships between role strain and participation in the union: (1) The greater the concern for the needs of clients, the greater the role strain; (2) the greater the role strain, the greater the likelihood of active participation in the affairs of the union; and (3) the greater the perceived relevance of the union to the reduction of role strain, the greater the participation in the affairs of the union. In light of these findings, professional unionization was viewed as a mechanism for organizational change, a force for renewing goals frequently displaced by attention given to the need for organization survival.

1974

ETA

5-291 Psychological and Organizational Correlates of Career Patterns in Clinical Laboratory Occupations

PURDUE UNIVERSITY
LAFAYETTE, IND.

Thomas Anthony Jeswald

Grant 91-16-70-26
Project completed fiscal year 1971

Descriptors: CAREER PATTERNS; HEALTH OCCUPATIONS; WORK ATTITUDES; WORK ENVIRONMENT

This study explored the extent of occupational commitment, needs, satisfaction, and professionalization among clinical laboratory personnel. Data on attitudes and job satisfaction were obtained by questionnaire from about 1,500 laboratory employees, and data on administrative goals and attitudes toward subordinates were obtained from 66 pathologists serving as laboratory directors in 124 hospitals in Indiana and Illinois. These cooperating hospitals constituted 37 percent of the short-term general hospitals that were invited to participate; the laboratory employees accounted for slightly more than half of those employed in the cooperating hospitals.

1971

NTIS PB197244/AS

5-292 The Impact of Company Training Programs on Reducing the Alienation of the Hard Core Unemployed

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Barbara Ann Rosenquist

Grant 91-05-70-28
Project completed fiscal year 1972

Descriptors: HARDCORE; ALIENATION; MEN; BLACKS; TRAINING EFFECTIVENESS AND IMPACT; PRIVATE INDUSTRY; ASSIMILATION; WORK ENVIRONMENT; SUPERVISION; EMPLOYER PRACTICES AND POLICIES

This study examined organizational policies for assimilating the hardcore unemployed and assessed the effect of these policies on the alienated black employee. The major question was whether style of leadership had a significant effect on alienation.

Data were obtained in interviews with employees and management personnel in eight companies in the Los Angeles area.

Analysis of the results indicated that older employees and those with less than a high school education had higher alienation in companies with a conventional and autocratic leadership style; employees without a conviction record had lower alienation in companies with a more democratic and modern leadership style; and the employee's sense of powerlessness negatively affected his attitude toward other aspects of the organization.

The author concluded that feelings of powerlessness had direct negative consequences for the success of any program. She called for reorientation of company leadership style, particularly at the supervisory level, and provision for increased power-sharing by lower entrants of the organization through job redesign and participation in the decisionmaking process.

1972

NTIS PB207318/AS

5-293 Comparison of Organizational Membership and Self-Employment

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barry Dov Fine

Grant 91-24-70-49
Project completed fiscal year 1971

Descriptors: SELF-EMPLOYED; ORGANIZATIONAL ENVIRONMENT; PSYCHOLOGICAL AND PHYSICAL FACTORS; ATTITUDES

This study compared the characteristics and work values of the self-employed with those of other employed persons and attempted to determine the extent of the psychological advantages or disadvantages of self-employment. Employees of organizations and self-employed workers were conceived of as differing in organizational membership. A member was defined as one who works for someone else who employs 10 or more persons; self-employed workers who employ no more than nine others were classified as nonmembers. Survey data from a representative national sample were used to compare 1,092 members and 183 nonmembers.

Members scored somewhat lower in job satisfaction and higher in role strain and indexes of mental health. However, when demographic and job characteristics were held constant, average scores of members were better than those of nonmembers.
1972

NTIS PB196437/AS

5-294 An Application of Information Theory to Individual Worker Differences in Satisfaction With Work Itself

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

Thomas E. Standing

Grant 91-39-71-11
Project completed fiscal year 1972

Descriptors: JOB SATISFACTION; MOTIVATION; JOB ANALYSIS; WORK ENVIRONMENT; WORKER TRAITS; INFORMATION SYSTEMS; WORK ATTITUDES

This study investigated several hypotheses based upon an individual-environment fit model of job satisfaction. The theoretical base for the present study suggested an analysis of the employee's environment, i.e., his job, in terms of its complexity and measurement of a worker in terms of his ability to process such complexity through a cognitive structure.

The job of steel mill inspector was selected in order to demonstrate the feasibility of treating a job as a sequence of discrete operations and indexing complexity through the application of information theory. Each of 59 inspectors in an Ohio steel company was observed on the job and the sequence of job operations recorded. A number of information measures were calculated for each sequence.

As predicted, overall satisfaction with the work task was an inverted U-shaped function of cognitive complexity. Cognitive complexity was also significantly related to satisfaction with four other aspects of work—supervision, promotions, amount of feedback, and amount of say in how the work was done.

Discussion of results focused on the implications of the present research and theory in the area of job design and employee satisfaction. Special emphasis was placed upon a recognition of individual differences in job-related cognitive complexity and its role in attempts to increase worker satisfaction and motivation through job enlargement.
August 1971

NTIS PB202893/AS

5-295 A Social Psychological Exploration of Power Motivation Among Disadvantaged Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Teresa E. Levitin

Grant 91-26-71-21
Project completed fiscal year 1972

Descriptors: MEN; BLACKS; MOTIVATION; DISADVANTAGED; UNSKILLED WORKERS; LITERATURE REVIEW; WORK ATTITUDES; SOCIAL RELATIONSHIPS

This study developed and tested some systematic ideas about social power.

Three conceptual distinctions were introduced: (1) Effectance motivation was used to describe the joint, often inextricably linked, arousal of power and achievement motivations. (2) Power motivation was distinguished from achievement motivation on the basis of the respective social and nonsocial goals. (3) Power motivation was conceptualized as based in either fear of having choices usurped by others (negative orientation) or delight in trying to determine the choices of others (positive orientation).

Predictions based on speculation about attitudinal and behavioral correlates of each motive and of each orientation were tested with data obtained through interviews with 211 black, disadvantaged men who were in either a training program or an entry-level job with a large manufacturing company.

Findings did not support predictions about effectance motivation; power motivation was significantly associated with feelings of prejudice, discrimination, and militancy. Predictions about power and achievement motivation and the orientations toward power were generally supported, although acceptable levels of significance were seldom reached.
April 1972

NTIS PB208245/AS

5-296 Work and Meaning: A Phenomenological Inquiry

BOSTON COLLEGE
CHESTNUT HILL, MASS.

Charles M. Savage

Grant 91-25-71-38
Project completed fiscal year 1974

Descriptors: MEANING OF WORK; PHENOMENOLOGY; WORK ATTITUDES

Using a phenomenological approach, this study attempted to answer the following questions: (1) What is human work? and (2) What makes it a significant or insignificant human venture?

The research explored how the activity of work becomes humanly meaningful, viewing meaningful growth as a function of human time consciousness; and it examined the nature of work as a "form-bestowing activity," which is both accusative and reflexive.

The phenomena of "work and meaning" were described in their essential structures as well as their organic interrelationship. The "loss of self" or temporal pollution has been built into our industrial system by the systematic divorce of "thinking and doing." Our system of industrial relations has solidified this separation through law, and it has been embedded in the educational process. In the redesign of the work world, the meaning of growth could have taken its rightful place in a humane economy. The task required was to design work modules, divisions of responsibilities, and communities of work large enough to include both the horizontal and vertical dimensions of human time consciousness. According to the study, responsibility, recognition, variety, and growth were essential for "human work modules," and would have helped

to overcome the alienation, anomie, and atonie of our industrial work world.

To implement these findings it would have been necessary to flatten existing work hierarchies, phase out artificial distinctions between management and labor, and lessen the intense concentration on the present (to the exclusion of the past and the future).

September 1973

NTIS PB224333/AS

5-297 Work and the Organization of Lifestyle: Implications for Job Retention

SAINT LOUIS UNIVERSITY
ST. LOUIS, MO.

Joseph F. Greer, Jr.

Grant 91-29-71-50
Project still in progress

Descriptors: SOCIAL REINFORCEMENT; LIFESTYLES; JOB RETENTION; UNEMPLOYED; WORK ATTITUDES; ATTITUDES; MEN

This study is attempting to relate the job tenure of a marginal worker to the employment characteristics of his closest friends, his wife's description of him, and his self-concept. The sample consists of 150 married men, living with their wives, who after 2 weeks or more of unemployment apply for work through the New York State employment service office in Olean.

As soon as a subject is placed in a job, he and his wife are asked to write 20 statements which characterize the worker and to list the names and employment characteristics of his 10 closest friends. Each worker is contacted again 7 and 40 weeks after placement and the same information elicited. The researcher postulates that the greater the proportion of employed friends and of work-oriented statements he and his wife make about him, the longer his job retention; and the longer his unemployment, the lower the proportion of work-oriented statements and the more unemployed friends he will name.

5-298 A Comparative Study of Teachers' Attitudes Toward Men and Women Department Heads in Large City Secondary Schools

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Frances Cecile Roussell

Grant 91-37-72-15
Project completed fiscal year 1973

Descriptors: TEACHERS; ORGANIZATIONAL ENVIRONMENT; WORK ATTITUDES; SEX DIFFERENCES; MALE/FEMALE; HIGH SCHOOLS; SUPERVISION

This study sought an understanding of how the sex of a department head influences teacher behavior and organizational climate in senior high school. The organizational climate description questionnaire (OCDQ) was administered to a sample of 205 teachers in the English, mathematics, science, and social studies departments of 10 senior high schools in Miami. Where possible, three male and three female respondents were randomly drawn from each department. Of the 40 units analyzed, 25 had male and 15 had female heads. Three factors that have been found to be associated with effective administration—aggressiveness, suggestibility, and professional knowledge—were measured by ratings completed by several of the department heads' supervisors.

The analysis of OCDQ subtest scores indicated a subconscious reaction to the sex of the administrator. Departments headed by men were perceived as higher in "esprit" and "intimacy," those headed by women as higher in "hindrance." But in rating five factors most relevant to effective administrative performance, teachers assigned the lowest value to the sex of the administrator. Contrary to expectations, the ratings by superiors also produced nonsignificant differences between the sexes. There was a strong relationship for both sexes between the department head's aggressiveness and teachers' perceptions of their power.

January 1973

Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-299 Expectancy Theory of Motivation: A Model of Job Selection

PENNSYLVANIA STATE UNIVERSITY
UNIVERSITY PARK, PA.

John E. Sheridan

Grant 91-42-73-08
Project completed fiscal year 1973

Descriptors: MOTIVATION; RECRUITMENT; JOB SEARCH; NURSES; MODELS

This study field-tested Vroom's expectancy model of motivation, using 49 graduates of a 3-year nursing diploma program. The study was conducted over a 5-month period during which the nurses had 117 job interviews with 43 hospitals.

After they began their interviews they showed a greater desire for practical outcomes, associated with such factors as pay, work hours, and preferred geographic area, and a decreasing desire for abstract outcomes, associated with valuable work experience, friendly work associates, and the continuation of formal education. Also, outcomes with a greater likelihood of attainment became more important criteria for job selection. The nurses implicitly identified their preferred choice weeks before they formally accepted a job.

April 1973

NTIS PB219623/AS

5-300 Job Stigma and Self-Esteem

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Edward J. Walsh

Grant 91-26-73-11
Project completed fiscal year 1975

Descriptors: SANITATION WORKERS; OCCUPATIONAL STATUS; ATTITUDES; BLACK/WHITE

This project was directed at the problem of self-esteem and job stigma of garbage collectors in the area of Ann Arbor, Mich. Much of the information was gathered through personal experience of the author as a garbage collector. There were also interviews conducted with the wives of the workers, who showed more concern for job status than did the workers.

It was found that job status was more meaningful to white men, while black workers tended to blame society, showing themselves better protected from negative self-evaluations stemming from the job's stigma. However, both groups felt compensated for the job stigma by three factors: Steadiness of employment, job security, and pay. Many of the workers came from extreme poverty areas, and they felt that they had moved up in society.

May 1974

NTIS PB236229/AS

5-301 Work Attachment and Home Role Among a Cohort of American Women

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Julia A. Ericksen

Grant 91-42-73-33
Project completed fiscal year 1977

Descriptors: NATIONAL LONGITUDINAL SURVEYS; WOMEN; LABOR FORCE PARTICIPATION; FAMILIES; WORK ATTITUDES

Work attachment in relation to domestic responsibilities was investigated for women aged 30 to 44 years in 1967. Based on a cohort of the National Longitudinal Surveys, the investigation analyzed results of several rounds of interviews of 3,500 white and 1,500 black women between 1967 and 1971.

The study concluded that, as a group, married women had a weaker work attachment than did single women of the same age. Child-rearing responsibilities were found to be the factors most strongly associated with a reduced work attachment. Age of children was significant in that, as children entered primary and junior high school, their mothers' work attachment increased. The married women's work attachment was found to decrease as the financial success of their husband's increased. An increased level of education among women was found to have an attenuating effect on the relationship between home responsibilities and work attachment. Hence, although marriage, children, and higher paid husbands were each associated with reduced work attachment among better educated women, the associations were not as strong as they were among other women.

While each of these findings applied in the same direction to white and black women, the association between family migration and work attachment was opposite for the two groups. While family migration was associated with reduced work attachment among white women, it was associated with increased attachment among black women.

1976

NTIS PB274343/AS

5-302 The Development of Rating Scales to Measure Behaviors Associated with Worker Alienation and Their Perceived Causes

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Michael A. Hopp

Grant 91-27-74-08
Project completed fiscal year 1977

Descriptors: ALIENATION; MOTIVATION; ATTITUDES; QUESTIONNAIRE; BEHAVIOR SCALES

This report described the construction and trial of two sets of behaviorally anchored rating scales to measure worker attitudes. The first set of scales was developed to measure the amount of alienation that is apparent in individual worker behaviors. The second set of scales was designed to measure the existence of perceived alienation-causing conditions within the workplace and the organization.

The two rating scales were developed with employees in two different industrial organizations and two types of jobs and were tested with employees in a third type of job.

The results indicated that it was possible to construct usable rating scales to measure behaviors that were associated with work alienation. Work alienation was found to be similar to other work attitude concepts, such as job satisfaction and job involvement. The most significant result of work alienation appeared to be of a motivational nature, in that active behaviors resulted from alienation.

December 1976

NTIS PB263086/AS

5-303 Job Loss: A Psychological Study of Worker Reactions to a Plant-Closing in a Company Town in Southern Appalachia

VIRGINIA POLYTECHNIC INSTITUTE AND STATE UNIVERSITY
BLACKSBURG, VA.

Walter G. Strange

Grant 91-51-74-38
Project completed fiscal year 1977

Descriptors: ADJUSTMENT; SOCIAL RELATIONSHIPS; JOB LOSS; PLANT SHUTDOWN; VIRGINIA, SALTVILLE

Forty residents of Saltville, Va., who lost their jobs when the town's major employer closed its plant in 1971 were interviewed to determine the nature and range of their emotional reactions and adjustment to job loss.

The sample included 16 men who had found new, full-time jobs, 16 who were still unemployed, and 8 who had voluntarily retired. The project: (1) Described and analyzed the emotional process each group went through from the time the closing was announced to the time of the study; (2) compared group response differences associated with differences in employment status; and (3) developed individual case histories to highlight particularly adaptive and maladaptive patterns of adjustment.

Job loss appeared generically similar to other loss reactions. In adjusting to job loss, the presence of a wife who had experienced and successfully confronted unemployment, along with the presence of other supports, was a critical asset. Strong attachment to place of residence, while protecting the Appalachian from unaccustomed variability and complexity, severely limited his psychological mobility.

August 1977

NTIS PB276142/AS
1976

NTIS PB274271/AS

5-304 Job Strain as a Function of Job and Life Stresses

COLORADO STATE UNIVERSITY
FORT COLLINS, COLO.

Jack N. Singer

Grant 91-08-75-21
Project completed fiscal year 1977

Descriptors: ADJUSTMENT; ASPIRATIONS; JOB SATISFACTION; ORGANIZATIONAL ENVIRONMENT; QUALITY OF EMPLOYMENT; GOVERNMENT WORK; MALE/FEMALE

The relative importance of job and life stresses in the prediction of job-related strain was examined for approximately 1,400 Federal employees. Job stress was defined as a discrepancy between personal desires and job requirements and then weighted against five job characteristics: Role ambiguity; responsibility for people; subjective, quantitative work load; utilization of abilities; and participation. Life stress was defined as the occurrence during the past year of an event that necessitated significant personal adjustment.

Major emphasis of the empirical analysis was to determine whether a worker's degree of job involvement moderated the effects of job and life stresses. Multiple regression statistical techniques were performed on anonymous survey questionnaires of male and female white-collar workers.

The results suggested that job-related strain could have been effectively predicted using a combination of job and life stresses. Job stresses, particularly underutilization of abilities and lack of participation, played a greater role than life stresses on job-related strain for men. Life stresses accounted for the greater part of job-related strain for women. Job involvement

as a moderating force of job-related strain was not confirmed but this resulted from methodological limitations.
1975

NTIS PB243418/AS

5-305 The Occupational Socialization of Police

CLAREMONT GRADUATE SCHOOL
CLAREMONT, CALIF.

Ilana Hadar

Grant 91-06-75-25
Project completed fiscal year 1977

Descriptors: POLICE; WORK ATTITUDES; MOTIVATION; JOB SATISFACTION

The primary focus of this cross-sectional study was to examine the occupational socialization of police officers. The impact of their work experiences on their orientations and their characteristics, attitudes, and behavior were explored.

Attitude, value, and role perception scales were administered to 670 police officers and 100 police cadets. The questionnaires distributed tested anomie, cynicism, empathy, overidentification, police conservatism, regard for the public, social isolation and solidarity.

The findings indicated that attitude, value, and role-perception differences were attributable to the duration of exposure to the police environment, to the natural maturation process, time in service, and individual experiences and assigned activities.
1977

NTIS PB276276/AS

5-306 The Impact of Selected Individual Difference and Organizational Variables on Expectancy Theory Cognitions and Performance for Salaried Employees

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Larry Mainstone

Grant 91-26-75-32
Project completed fiscal year 1976

Descriptors: TRANSPORTATION EQUIPMENT INDUSTRY; SUPERVISION; MOTIVATION; WORK ATTITUDES; JOB PERFORMANCE; ORGANIZATIONAL ENVIRONMENT

The present study investigated the antecedents of expectancy theory cognitions. Expectancy theory is a widely accepted theory of work motivation which professes that the individual rationally chooses from a set of alternative acts, which he or she perceives as being utility maximizing. The motivational force to engage in a given act is the result of the interaction of two cognitions: (1) expectancies, and (2) valences.

The impact of twelve individual difference and organizational variables upon six expectancy theory cognitions were examined in this study. The organizational variables dealt principally with the employees' perceptions of their supervisors qualities (competence, support, feedback and credibility for example). Analytical techniques included correlation and path analysis. The sample in this study consisted of approximately 3,100 salaried employees of the Ford Motor Company.

In general, the results indicated that the individual variables, with the exception of race, had little impact on the employee's expectancies, but did affect the employee's assignment of valences. On the other hand, environmental variables were found to have a greater impact on the employee's expectancies than did the individual difference variables, but had no effect on the employee's assignment of valences to outcomes.
1976

NTIS PB263516/AS

5-307 Instrumental Determinants of Individual Job Performance, Satisfaction, and Participation: A Multidimensional Experimental Approach

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Chris J. Berger

Grant 91-55-76-15
Project still in progress

Descriptors: WORK ATTITUDES; JOB SATISFACTION; MOTIVATION; INCENTIVES; JOB PERFORMANCE; SOCIAL REINFORCEMENT

The purpose of this research is to investigate the effects of several levels of two types of reinforcement (monetary and verbal) on the quantity and quality of work performance, job satisfaction, and job participation. In addition, the individual's reaction and adjustment to attempts to influence productivity are being measured using a variety of behavioral indicators and multiple regression techniques. The study is longitudinal, with performance and satisfaction measured before and after changes in reinforcement patterns.

5-308 The Consequences of Unemployment on Evaluation of Self

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Richard M. Cohn

Grant 91-26-76-34
Project completed fiscal year 1977

Descriptors: JOB LOSS; ATTITUDES; FAMILIES

The major objectives of this research were to develop a theoretical model of the effect of unemployment on self-evaluation and to measure this effect over time through longitudinal analysis. The effect of job loss on the individual was considered from three viewpoints—its impact on self-evaluation, the individual's perception of how others evaluated him or her, and changes in family attitudes toward the individual.

Data for the study were derived from the Panel Study of Income Dynamics (Institute for Social Research, 1972), which offers information about the economic, social, and psychological characteristics of approximately 5,500 families.

The findings indicated unemployment lowered self-confidence and self-satisfaction and led to discounting the importance of others' evaluation of oneself. This result was magnified by changes in economic and social status in the household. The reemployment of an individual raised self attitudes up to previous levels, unless the individual did not regain the status he or she formerly held within the family.
1977

NTIS PB265025/AS

5-309 Employee Responses to Work-Unit Structure and Task Design

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Jon L. Pierce

Grant 91-55-76-67
Project completed fiscal year 1978

Descriptors: WORK ATTITUDES; MOTIVATION; JOB SATISFACTION; ORGANIZATIONAL ENVIRONMENT; JOB ANALYSIS; MODELS

This study investigated the effects of various job-related factors on workers' performance, absenteeism, and motivation. The researcher classified these factors as job design, comprising the variety, significance, autonomy, and opportunity for feedback of jobs, and work unit design, involving the size and complexity of the unit and the degree to which its organization is centralized and stratified. The study was conducted in the home office of a large insurance company. The researcher collected data from company records, supervisors, and employees on the attributes of 19 work units and 398 positions and on the performance of the 398 employees filling these positions.

The study found that job design accounted for more variance in workers' performance than did work unit design. The evidence strongly suggested that job design may modify the effects of work unit design.

February 1978

Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-310 Absenteeism and the Labor Market

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Steven G. Allen

Grant 91-25-77-01
Project completed fiscal year 1978

Descriptors: TURNOVER; ABSENTEEISM; JOB SATISFACTION; WORK ENVIRONMENT; PRODUCTIVITY; EARNINGS

The purposes of this project were to construct and estimate an economic model of work attendance and to analyze the effects of absenteeism on productivity and individual earnings. It also reviewed economic literature on absenteeism.

Absence rate regression equations were estimated for a sample of paper industry establishments. The likelihood of worker's absence decreased with increases in the wage rate and was significantly higher if the worker was young, white, or a union member. Absence rates were greater in jobs characterized by inflexible working hours and unsafe working conditions.

The effect of absenteeism on productivity was greatest in industries where the skills were task specific. The influence of work attendance on earnings was tested with individual survey data. In both single and multiple equation models, the results showed a strong inverse relationship between annual earnings and absenteeism.

May 1978

NTIS PB284503/AS

5-311 Employee Information Environments and Job Satisfaction: A Closer Look

IOWA STATE UNIVERSITY OF SCIENCE AND TECHNOLOGY
AMES, IOWA

Lawrence Morley Hanser

Grant 91-19-77-12
Project completed fiscal year 1977

Descriptors: SUPERVISION; JOB SATISFACTION; JOB PERFORMANCE; FEEDBACK; UNIVERSITY OCCUPATIONS

The objective of this research was to relate the information workers received on appraisals of their job performance to their job satisfaction. The main sources of such information were: (1) The formal organization; (2) the immediate supervisor; (3) coworkers; (4) task performance per se; and (5) the worker's self-appraisal. The researcher attempted to answer the following questions: (1) Do different sources provide differing amounts of information to workers? (2) How do worker perceptions of the information received compare with the amount of information they expect and prefer to have? (3) What are the relationships among the expected, perceived, and preferred amounts of information and job satisfaction?

Data for the study were obtained from questionnaire responses of 600 university professional/managerial, supervisory, and nonsupervisory personnel.

The survey of professional, supervisory, and staff employees determined that these three groups perceived differences in their respective work information environments. These sources, which provided information to employees concerning what their task was and how well they were doing it, provided different amounts of information.

When a preferred environment was described, no group differences were found. Differences between actual and preferred environments were found to be related to job satisfaction, with the pattern of relations moderated by group membership. It was concluded that, most importantly, supervisors should have been encouraged to provide employees with information clearly spelling out an employee's responsibilities and how well those responsibilities were being met.

1977

NTIS PB273901/AS

5-312 A Comparative Examination of the Relative Effectiveness of Several Different Approaches in the Prediction of Withdrawal Behavior

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Peter W. Hom

Grant 91-17-77-47
Project still in progress

Descriptors: JOB SATISFACTION; EMPLOYMENT TERMINATION; PART-TIME EMPLOYMENT

Two models of social behavior—an organizational commitment model and a version of the valence model of job attraction—will be compared with job satisfaction to predict withdrawal from the National Guard.

A questionnaire will be administered to a sample consisting of 2,000 members of the Illinois National Guard to provide information to compare the above approaches for predicting reenlistment/withdrawal behavior. Guardsmen selected for the sample will be facing actual reenlistment decisions during the course of the study. Relative effectiveness of each approach will be assessed using regression analysis techniques.

The study is expected to have practical significance, not only for personnel practices in the Armed Forces Reserves, but also for industries making extensive use of part-time employees.

5-313 Work Commitment Among Young Women: Its Relation to Labor Force Participation, Marriage, and Childbearing

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Glenna D. Spitze

Grant 91-17-78-05
Project still in progress

Descriptors: LABOR FORCE PARTICIPATION; WOMEN; NATIONAL LONGITUDINAL SURVEYS; FAMILIES; WORK ATTITUDES

The importance of work commitment as a determinant of female labor force participation and family formation is the

principal focus of this study. An attempt will be made to determine to what extent work commitment is a predictor of female labor force participation and for what groups of women it is most relevant. Data for analysis will be drawn from the National Longitudinal Study of the educational and labor market experiences of young women and the NORC National Longitudinal Study of 1961 College Graduates. Results of the study should be of value in employment and training planning and forecasting.

5-314 Social Consequences of Work Rationalization for the Occupational Role and Job Satisfaction of Legal Secretaries

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary M. Garcia-Rivera

Grant 91-36-78-18
Project still in progress

Descriptors: WORK ATTITUDES; JOB SATISFACTION; AUTOMATION; CLERICAL OCCUPATIONS

The study will provide qualitative and quantitative data on the work attitudes and behavior of legal secretaries and investigate and document the effects of automation and work reorganization on their job satisfaction and the nature of the occupation.

The researcher will gather data from interviews with managers of the personnel agencies used by a single large firm making major technological-organizational changes as a result of the introduction of word processing; analysis of personnel memorandums, secretarial manuals, and work processing manuals; and a panel study of 60 secretaries in the firm, plus a survey of visual display computer terminal operators responsible for the text-editing and copy system.

Work from this study is expected to contribute to knowledge on the consequences of social change—specifically the social effects of technological innovation and the work reorganization it generates—for both the occupational role and job satisfaction of legal secretaries.

5-315 Primary Group Relations, Occupational Mobility, and Orientation to Work

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Radecki

Grant 91-06-78-29
Project still in progress

Descriptors: OCCUPATIONAL MOBILITY; WORK ATTITUDES; STATUS; MOTIVATION; ASPIRATIONS

This study will examine the relationship between individuals' primary social relations and their predilections toward occupational involvement and occupational mobility. There may be an inverse relationship between affiliation with close-knit "communal" type primary social groups and individuals' involvement in instrumental, goal-oriented behavior within the occupational sphere, with a concomitant reduction in achieved occupational mobility.

The aim of the study is to combine rigorous quantitative methods with qualitative methods previously employed to determine whether this phenomenon is not confined to any particular population or specific to any research method. The survey will employ a seven-item social-network index of communal social relations, hypothesizing that involvement in communal relations will be related to individuals' feelings of powerlessness and inversely related to their aspirations for upward social mobility, achieved occupational mobility, and degree of identification with their work.

5-316 Supply Responses of the Unemployed: A Probability Model of Reemployment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Richard S. Toikka

Grant 91-53-69-45
Project completed fiscal year 1972

Descriptors: UNEMPLOYED; JOB SEARCH; LABOR SUPPLY; PROBABILITY MODELS; WAGES; AGE DIFFERENTIALS

This study used survey data gathered by government agencies and private researchers to explore the process by which unemployed workers were reemployed after a layoff. It assumed that an unemployed worker had an asking price, i.e., a certain minimum salary, in mind when he sought a job. The optimal asking price was shown to depend on the number of job vacancies, the distribution of offers, the value placed on nonmarket activity, the cost of search activity, and the interest rate during the job search period.

Older workers were found to do poorly after a layoff—to be unemployed longer and to accept lower wages than younger workers. The wage level on the first job after layoff rose with education up to the bachelor's degree level, but not at higher levels. The analysis also showed that managerial and professional workers did better than other groups in maintaining income after layoff.

1972

NTIS PB204589/AS

5-317 The Implications of Search Unemployment for Labor Market Behavior and the Phillips Curve

YALE UNIVERSITY
NEW HAVEN, CONN.

Geoffry Richard Eyland Woglom

Grant 91-09-71-42
Project completed fiscal year 1974

Descriptors: UNEMPLOYMENT/INFLATION TRADEOFF; JOB SEARCH; MODELS

This research analyzed how unemployed workers searched for high-paying jobs in an environment of uncertainty and heterogeneity. From this model the researcher was able to explain some unemployment as an equilibrium phenomenon.

In the report, the researcher showed that for certain changes in labor market conditions both the workers' expected discounted utility of income and leisure, as well as their expected duration of unemployment might rise. With simplified models of demand and supply behavior, the researcher analyzed the concept of labor market equilibrium in an environment of workers' acceptance wages and firms' wage offers interacting to determine labor market equilibrium.

From this analysis the researcher was able to infer certain properties of the long-run tradeoff between unemployment and inflation. The long-run Phillips curve predicted by the natural rate of unemployment hypothesis appeared to be a special case of the researcher's analysis. Indeed it appeared that the slope of the long-run Phillips curve could in some cases be negative.

January 1974

NTIS PB228426/AS

5-318 Asking Wage Behavior of Unemployed Workers: An Empirical Investigation

UNIVERSITY OF MISSOURI
COLUMBIA, MO.

Robert L. Crosslin

Grant 91-29-72-41
Project completed fiscal year 1974

Descriptors: DURATION OF UNEMPLOYMENT; UNEMPLOYED; WAGES; ECONOMIC ANALYSIS AND ECONOMETRICS; LABOR SUPPLY; JOB SEARCH

The purpose of this dissertation was to synthesize and expand recent theoretical models of job search and to test this hybrid model.

A simultaneous equation model of job search was hypothesized and estimated. Relative asking wage and duration of unemployment were the endogenous factors. Relative asking wage was hypothesized to be a function of changes in the level and composition of economic activity, duration of unemployment, other than own earnings income, and personal and skill characteristics of the individual. Data to test the model were derived from a study conducted by David Stevens for the Missouri Division of Employment Security.

The study estimated that the relative asking wage was negatively associated with the duration of unemployment; most of the decline in the relative asking wage occurred in the first 8 weeks. This decline implied that unemployed individuals widen the range of jobs (and wages) which they are willing to accept. Relative asking wage was not estimated to be significantly related to wage received in a former job, race, sex, or age. Individuals with less than a college degree were estimated to have a significantly lower relative asking wage than those with a college degree.

Hence, individuals probably should have been given more responsibility in determining the range of job openings on file with the employment service in which they were interested for referral.

August 1973

NTIS PB222019/AS

5-319 Unemployment in the Defense Industry: An Analysis of the Unemployed Worker's Job Search Strategy and the Manpower Policies of the Firm

TEXAS A&M UNIVERSITY
COLLEGE STATION, TEX.

James H. Yeager, Jr.

Grant 91-48-73-27
Project completed fiscal year 1975

Descriptors: INDUSTRY PRACTICES; DEFENSE WORKERS; UNEMPLOYED; JOB SEARCH; LAYOFFS

This project studied the job search behavior of Skilled Defense Workers who were unemployed and the personnel policies of defense firms vis-a-vis the unemployed. It used data from four surveys of 11,000 workers laid off between 1963 and 1965.

It found that workers' search strategy depended on such personal characteristics as age, sex, level of education, skill, perception of the probablility of recall by the employer, and prelayoff salary. Employers' policies were governed by the industry's accounting and contracting procedures, and the employers expectations of future demand. There was some tendency toward hoarding skilled labor if there was a high probability that workers would seek employment in other parts of the country.

December 1973

NTIS PB236362/AS

5-320 Job Search Behavior: An Empirical Analysis of Unemployment Duration

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Suresh Malhotra

Grant 91-53-74-45
Project completed fiscal year 1977

Descriptors: JOB SEARCH; DURATION OF UNEMPLOYMENT; ECONOMIC ANALYSIS AND ECONOMETRICS

The basis of this research was the proposition that job search was productive and was an integral part of an individual's wealth maximizing behavior. The duration of a jobseeker's unemployment was thus considered to be largely self-determined. Costs associated with job search, value of a jobseeker's time, and direct and indirect search costs were investigated for their effects on the duration of unemployment.

The data were drawn from the 1967 Survey of Economic Opportunity for men who were prime earners of a household and who had experienced a spell of unemployment. Unemployment duration equations were estimated using techniques of multiple regression analysis. Separate estimations were made for the entire test sample and subsets based on the size of labor markets, residence in poor as opposed to nonpoor areas, and race.

The estimating equations successfully explained the variations in unemployment duration among jobseekers. Assets, secondary income, regular debt payments, and potential labor income were found to be most significant in explaining duration. The results indicated a strong negative relationship between duration of unemployment and assets, a contradiction of the usual hypothesis that assets lower the costs of search and consequently increase the duration of unemployment.

June 1976

NTIS PB267103/AS

5-321 Studying Wage Changes with a Simulation of the Labor Market

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Myles Maxfield, Jr.

Grant 91-24-75-05
Project completed fiscal year 1975

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH; LABOR MARKET BEHAVIOR; UNEMPLOYMENT/INFLATION TRADEOFF

This project employed a microeconomic computer simulation based on job search theory to study wage changes and unemployment. It had three objectives: (1) To reproduce the monthly changes in wages, unemployment rates, and duration of unemployment for 3 years (1967-69); (2) to examine two hypotheses derived from job search theory concerning ways in which the unemployment/inflation relationship depicted in the Phillips curve might have been shifted in a favorable direction, i.e., that the high unemployment rates for certain demographic groups were due to high turnover, and that the increasing dispersion of unemployment rates among demographic groups shifted the curve in the wrong direction; and (3) to simulate the effects on wages and unemployment of the public service employment program and the MDTA vocational training programs. The computer simulation represented persons searching for and losing work and jobs that were filled or vacant, assuming various rates of inflation and levels of labor demand.

The primary sources of data were unpublished gross flows among employment statuses from the Current Population Survey, published series on labor turnover and average earnings from the Bureau of Labor Statistics, placement data from the U.S. Employment Service, job vacancy data from the Bureau of Labor Statistics, data on help-wanted ads from the National Industrial Conference Board, and occupational and population data from the Current Population Survey.

Simulation worked best for earnings, for which the average error was less than 1 percent, and worse for duration of unemployment, for which it consistently produced lower values than actually recorded. Lower turnover rates lowered the gen-

erated Phillips curve primarily through decreased wage inflation rather than through reduced unemployment rates. Equalizing unemployment rates among labor force groups did shift the Phillips curve toward the origin, again primarily because of the reduced wage inflation, and the slight reduction in the average unemployment rate was accompanied by a substantial shortening of duration.

The analysis supported the expectation that the public service employment program would be more effective during a recession in reducing unemployment rates and that the MDTA training programs would have been more effective during economic expansion in altering the wage distribution among the labor force. During recession, neither program had much impact on wages. (As there was no public employment program during 1967-69, the scale of operations was assumed to be that prevailing in 1973.)

February 1975

NTIS PB243368/AS

5-322 The Determinants and Implications of Job Search and Quit Activity

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Matthew Black

Grant 91-26-75-19
Project completed fiscal year 1977

Descriptors: UPGRADING; WORKER TRAITS; MEN; TURNOVER; INTERFIRM MOBILITY; JOB SEARCH; WAGES; PROBABILITY MODELS

This study concentrated on the determinants of job search and quit activities and their impact on wage rates. The researcher constructed a theoretical model of sequential search and quit behavior that included two components of job search: the acceptance wage rate and the level of search activity.

The empirical analysis utilized data from the Michigan Panel Study of Income Dynamics and focused on employed, white male workers who are heads of households. The first stage of analysis examined the factors that prompted a worker to undertake a job search. The second stage investigated the variables that motivated a worker to quit, and the third examined the effect of search and quit activity on the continuous increase in wage rates between 1971 and 1973.

The study found that quitters, on average, experienced lower rates of wage growth than did comparable nonquitters. Further, the wage performance of quitters was significantly related to their estimated market wage opportunity relative to their current wage rate. The study suggested that government provision of labor market information appeared to be the most advantageous way of enhancing the ability of workers to find higher paying jobs.

1976

NTIS PB276351/AS

5-323 Empirical Tests of Job Search Hypotheses: The Generation and Acceptance of Job Search

NORTH CAROLINA STATE UNIVERSITY
RALEIGH, N.C.

John T. Warner

Grant 91-37-75-22
Project completed fiscal year 1977

Descriptors: DURATION OF UNEMPLOYMENT; EARNINGS; HUMAN CAPITAL; JOB SEARCH; LABOR FORCE PARTICIPATION

This research developed and empirically tested a unified theoretical model of the average duration of unemployment spells. In the theoretical model, the weekly probability of leaving unemployment was shown to be the product of: (1) The expected number of vacancy contacts per week of unemployment; (2) the probability that a firm with a vacancy would extend an offer to the jobseeker; and (3) the probability that the jobseeker would accept the offer.

Data from the 1970 census on 330 individuals from 5 U.S. cities were used to test the theoretical model. The empirical tool used was econometric analysis.

The tests performed showed that the performance of jobseekers' acceptance wages was consistent with the model of the optimal acceptance wage. The weekly probability of leaving unemployment: (1) Fell as the acceptance wage rose; (2) rose with the mean wage offer; (3) was lower for recipients of unemployment compensation; (4) was higher for teenagers than other age groups; (5) was lower for workers searching in the white-collar market than for those looking in the blue-collar market; (6) was lower for blacks than whites; and (7) was the same for men and women.

1976

NTIS PB274332/AS

5-324 Labor Market Equilibrium Under Imperfect Information

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Louis L. Wilde

Grant 91-36-75-40
Project completed fiscal year 1977

Descriptors: JOB SEARCH; LABOR MARKET INFORMATION; MODELS

The objective of this project was to investigate the role of imperfect information about the labor market in explaining wage differentials for virtually identical jobs.

The researcher reviewed the literature on market search models applicable to both employers' search for workers and workers' search for employment, noting that the search rule was introduced as a way of specifying acquisition or dissemination of information. He suggested modifications of existing models for nonsequential search in which the burden (or the cost of further search) was on the worker.

From his examination of the theoretical models, he concluded that, when sequential search strategies were used, no wage dispersion could be supported. When nonsequential search strategies were used, stable equilibrium wage distributions existed in which there was wage dispersion. The key to nonsequential search was that it allowed a direct comparison of wage offers, and this competitive aspect stabilized the market.

1976

NTIS PB273875/AS

5-325 Theoretical Implications and Empirical Tests of the Job Search Theory

UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Robert Mark Feinberg

Grant 91-51-75-43
Project completed fiscal year 1976

Descriptors: JOB SEARCH; UNEMPLOYMENT; LABOR FORCE BEHAVIOR

The objective of this study was to explore the validity of job search theory as a predictor of individual labor market activity. Its principal focus was on the assumption that unemployment was productive search because it was the result of the individual's weighing the probability of finding better employment opportunities by continuing to search against the costs of the additional unemployment he incurred.

Data were drawn from the Panel Study of Income Dynamics for 1969-71 for male heads of households residing in Standard Metropolitan Statistical Areas. The data were used in equations contained in a representative model of optimal individual job search. The equations estimated individual minimum acceptance (reservation) wage, expected duration of unemployment, probability of being in the labor force, the distribution of potential wage offers facing the individual, and the individual's level of risk aversion.

The findings did not support the hypothesis that an individual's duration of unemployment could have been explained largely as productive search. They did, however, agree with several studies that had associated increases in the duration of unemployment, but not of productive job search, with more liberal unemployment insurance benefits.

August 1976

NTIS PB263115/AS

5-326 Job Search Process: Its Efficiency and Effectiveness

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Mary Lynn Braswell

Grant 91-36-78-21
Project still in progress

Descriptors: JOB SEARCH; JOB INFORMATION SERVICE

The study will focus on the development of an interdisciplinary understanding of the job search process, by integrating the concerns of labor economics (functions of the labor market) and vocational psychology (careers of individuals).

Study samples will be selected from four occupational groups within the population of laid-off municipal employees in New York City. Comparisons will be made of search readiness, search strategies, different amounts of adjustment in wage and nonwage aspirations, and differences in occupational adjustment and duration of unemployment. the research design contemplates adjustments for the level of economic activity.

Findings should be relevant to programs and services aimed at helping people become employable and employed. Specifically the researcher hopes to provide: (1) Search strategies that lead to efficient and effective reemployment; (2) an efficient and inexpensive screening device for employment services; and (3) salient characteristics of the workers and search strategies associated with less satisfactory outcomes.

5-327 An Empirical Investigation of Job Search Behavior of the Unemployed

PURDUE UNIVERSITY
WEST LAFAYETTE, INDIANA

Otis W. Gilley

Grant 91-18-78-38
Project still in progress

Descriptors: JOB SEARCH; ECONOMIC ANALYSIS AND ECONOMETRICS; MODELS; UNEMPLOYMENT

Considerable theoretical work has been published on the labor market behavior of jobseekers, but few good data sources have been available for empirical testing of the resulting job search and information models. However, a special supplemental survey of over 3,000 unemployed respondents to the Current Population Survey (CPS) in May 1976 will permit direct measurement of both the intensity of the job search effort and the reservation wage.

In this project, the new CPS data base will be used to test the effects of: (1) Changes in various unemployment insurance benefit programs; (2) financial depletion on searchers during extended spells of unemployment; and (3) learning behavior and jobseeking experience across different groups of jobseekers.

5-328 An Experimental Study of the Effects of Variations in Situational and Personality Characteristics on Job Search and Job Choice

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Judy Olian-Gottlieb

Grant 91-55-78-43
Project still in progress

Descriptors: CAREER CHOICE; JOB SEARCH; TRANSITION FROM SCHOOL TO WORK; YOUTH; EXPERIMENTAL MODEL

This study will measure the effects of simulated variations in situations and personal characteristics on decisions about job searches and job choices. The design is a multivariate, fully crossed experimental study, with both multiple independent variables (factors) and multiple dependent variables. The study will use a homogeneous occupational sample of some 1,300 students in their graduating year at a technical college.

Students will complete job applications listing their educational and job experience, and will take a variety of psychological tests. Experimental variables will include such alternatives as immediate acceptance or rejection of a job vs. postponement of decision, known vs. unknown distribution of job offers, highly dissimilar vs. similar job offers, high vs. low rejection rate of applicants, and random vs. declining attractiveness of job offers presented. Some of the dependent variables will be utility of the accepted job, number of jobs applied for, and satisfaction with accepted job offer.

THE LABOR MARKET

THE WORKERS' LOT

5-329 Inexperienced Workers in the Labor Market

CORNELL UNIVERSITY
ITHACA, N.Y.

Eliot S. Orton

Grant 91-34-68-14
Project completed fiscal year 1972

Descriptors: WAGE DIFFERENTIALS; WORKER TRAITS; ECONOMIC ANALYSIS AND ECONOMETRICS; HIRING PRACTICES

This study investigated the hypothesis that work experience is an important determinant of a worker's probability of being hired and will generally be reflected in starting-wage differentials except in firms that hire the less experienced and inexperienced only when the supply of experienced workers is depleted.

The researcher obtained data on a sample of new hires from large firms (over 500 employees) in a middle-sized metropolitan area. A multiple regression model, holding age and sex constant, was used to measure the effect of experience on entry wages.

No experience differential was noted for wages in manual occupations. Age showed some tendency to be a significant factor in determining wages in manual occupations; education, in clerical positions.

1972

NTIS PB199902/AS

5-330 Interarea Educational Earnings Differentials: A Cross-Section Analysis

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Dismas B. Kalcic

Grant 91-29-72-30
Project completed fiscal year 1975

Descriptors: WAGE DIFFERENTIALS; EDUCATIONAL ATTAINMENT; GEOGRAPHIC LOCATION; UNIONIZATION; UNSKILLED WORKERS; URBAN AREAS; WOMEN; MEN

This study was designed to explain the earnings differentials between metropolitan areas for six labor types, identified by level of education—grades 0-7, 8, 9-11, 12, 13-15, and 16 or more.

Multiple regression equations, based on 1960 census and related data, indicated that: (1) The earnings of men in all labor types were significantly related to the level of education of the area's adult population; (2) area unionization provided a significant explanation for the interarea earnings differentials of all labor types, both male and female; (3) the earnings of the lowest labor type were related primarily to the extent of area unionization and to the percentage of the type in the area labor force; (4) the earnings of women were affected by the relative numbers of women and men in the labor force, with minority women of the lowest labor type suffering discrimination; and (5) a North-South regional differential existed for women but not for men. These results indicated that the forces that determine earnings were different for women than for men.
November 1974

NTIS PB238319/AS

5-331 The Production of Affective Abilities and Their Influence on the Wage Equation

PRINCETON UNIVERSITY
PRINCETON, N.J.

Randall K. Filer

Grant 91-34-78-12
Project still in progress

Descriptors: WAGES; EARNINGS; INCOME; BEHAVIOR MODIFICATION; INCOME DIFFERENTIALS; HUMAN CAPITAL; WORKER TRAITS

This project will examine the extent to which an individual's stock of human capital consists of his personality traits (affective skills) as well as his knowledge (cognitive skills). In particular, the research will look at how personality traits have a positive effect in the labor market and how they may be modified by an individual in a manner similar to the acquisition of knowledge.

Data to be analyzed will be drawn from the records of Psychological Consultants, Inc., which evaluates candidates for employment with, and current employees of, several hundred firms and organizations located in the mid-Atlantic and southern regions. The cognitive traits of the individual will be measured by a short test of verbal ability developed by T. G. Thurstone and L. L. Thurstone. The individual's affective abilities will be measured by the use of the Guilford-Zimmerman Temperament Survey.

Study findings are expected to give broader insight into: (1) The problem of improperly trained workers, (2) the design of antidiscrimination programs based on the extent to which lower wages for women represent a lower payment for certain personality traits, and (3) the redesign of employment and job-matching programs based on the extent to which personality traits are shown to be important.

5-332 Income and Occupational Differences Between Whites and Nonwhites

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

James David Gwartney

Grant 91-51-68-54
Project completed fiscal year 1970

Descriptors: RACIAL DISCRIMINATION; BLACK/WHITE; INCOME DIFFERENTIALS

This study explored employment discrimination against minority group members from the standpoint of income and occupation. It estimated income differentials for whites and minority groups in 1959 resulting from factors other than discrimination and changes in the income differentials between 1939 and 1966 and measured some of the differences in the intensity of discrimination between public and private sectors of the economy.

Data were from decennial censuses, the Current Population Survey, and the U.S. Office of Education.

The median income for urban minority group men was 41.7 percent below that for white urban men in 1959. A large part (between two-fifths and two-thirds) of the differential was due to differences in productivity capacity—years of education, scholastic achievement, and residence in the low-income South. After further adjustment for the differing distributions by age and city size, an unexplained income difference of 13 to 19 percent remained, assumed to be due to discrimination in one form or another. Comparable calculations for urban women showed that the five adjustment factors more than accounted for the income differential of 34 percent

For men, little further change in relative income occurred through 1966, after adjustment for the migration of southern blacks to the higher income North. In contrast, the income of minority group women went up markedly relative to that of white women.

Discrimination was found to vary widely among occupational classifications, being most intense in the sales and managerial occupational groups and in skilled crafts. Discrimination was noticeably less in government employment in both South and North than in the private sector. Minority group members were, however, strongly discriminated against in two government occupations—policeman and fireman.
1970

NTIS PB191773/AS
Also available as "Discrimination and Income Differentials," *The American Economic Review, June 1970, pp. 396-408.*

5-333 The Elasticity of Substitution of White for Nonwhite Labor

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Kenneth Edward Galchus

Grant 91-27-69-10
Project completed fiscal year 1970

Descriptors: BLACK/WHITE; ELASTICITY OF SUBSTITUTION; OCCUPATIONAL STRUCTURE; RACIAL DISCRIMINATION; WAGE DIFFERENTIALS; MEN; GEOGRAPHIC LOCATION

This study attempted to determine the degree of elasticity between white labor and labor of other races within various occupational categories. The primary purpose of the study was to provide some evidence as to the extent of racial discrimination within the various occupations and the part discrimination plays in earnings differentials between white and minority group workers.

Data used were from the individual State reports of the 1960 Census of Population for male workers in 21 occupations and 58 standard metropolitan statistical areas (SMSA's). The varia-

bles considered were the white/other races ratios of median earnings, employment, educational attainment, median age, relative weeks worked, composition of the labor force, the population of the SMSA, and regional variance.

Differences in educational attainment explained the largest degree of interarea variation in the earnings ratio for all occupations. Educational differences were more significant for white-collar than for blue-collar occupations and had little influence on area differences in the earnings ratios in the lower skilled occupations.

The findings appeared to contradict the accepted idea that discrimination accounts for higher earnings differentials in the South. Overall, regional variance did not explain much of the variation in the earnings ratios, nor did differences in age or relative weeks worked. Part of the variance in the earnings ratios could be attributed not to the occupational composition of the work force but to the percentage of minority group members in the SMSA.
1972

NTIS PB192036/AS

5-334 Education, Training, and the Urban Ghetto

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

Bennett Harrison

Grant 91-22-70-19
Project completed fiscal year 1971

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; BLACK/WHITE; URBAN AREAS; UNEMPLOYMENT; OCCUPATIONAL STATUS; DUAL LABOR MARKETS

This study extended the candidate's earlier research on the Harlem economy. For the present study, the primary sample consisted of over 11,000 household interviews drawn from the Survey of Economic Opportunity, conducted in 1966 and 1967 by the Bureau of the Census for the Office of Economic Opportunity. Additional samples were drawn from the nearly 40,000 household interviews from 10 ghettos (in eight cities) in the Department of Labor's 1966 Urban Employment Survey.

The hypothesis that increased education is positively associated with increased income and negatively associated with the probability of becoming unemployed was challenged, as it applies to minority workers. The researcher found that, for both whites and nonwhites, increased education was associated with moving into higher status occupations. For whites, increased education also meant higher earnings and lower expectations of unemployment, and these improvements were greater in the nonpoverty neighborhoods of the central city than in the ghetto and still greater in the suburbs. For nonwhites, however, earnings were hardly affected by educational increments short of a college degree, and increased education had no effect on their chances of becoming unemployed. Moreover, the study found the economic value of education to be no greater for nonwhites outside the ghetto, even in the suburbs. In the central-city poverty areas of the 12 largest American cities, graduation from high school had three times as high a marginal earnings payoff for whites as for nonwhites. For white high school graduates from the ghetto, unemployment rates were 4 percent lower than for white ghetto residents who never entered high school, but the comparable rates for nonwhites did not differ appreciably. Although education contributed to improved occupational status for nonwhite ghetto residents, the range of prestige positions over which these workers were mobile was exceedingly small.

In light of the dual labor market theory, the researcher concluded that attempts to change only the worker—whether by correcting educational "defects" or by moving him to a "better" environment—have not and cannot prove effective as long as the demand for the labor of these workers is not adequate. Since he found that in no part of the metropolitan area does the labor market "work" for nonwhites, he challenged the suggestion of dispersal of nonwhites to the suburbs as an effective employment and training policy.

He suggested the development of a comprehensive program for public employment of the disadvantaged, primarily in new jobs involving much needed urban services, and the support of ghetto development corporations, which could serve also as suppliers of recruitment, prevocational training, and placement services to employers outside the ghetto.
1972

NTIS PB196454/AS

5-335 The Effect of Housing Segregation on the Negro's Journey to Work

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

William G. Moss

Grant 91-06-71-09
Project completed fiscal year 1974

Descriptors: RACIAL DISCRIMINATION; ECONOMIC ANALYSIS AND ECONOMETRICS; HOUSING SEGREGATION; COMMUTING; JOB LOCATION; CALIFORNIA, SAN FRANCISCO BAY AREA

The purpose of this study was to determine the effect of housing discrimination and the resulting segregation in the San Francisco Bay Area on black welfare through its effect on the journey to work.

In the model used for the study, the determinants of housing preferences were the social and economic characteristics of the households, with households trading off transportation costs for housing cost saving. The model was tested by developing an equation explaining the time equivalent of journey-to-work distance by the socioeconomic characteristics of the households, based on household survey data for a cross section of black and white households.

Holding the socioeconomic characteristics of the households constant, blacks employed in the central city commuted shorter distances and those employed in the suburbs commuted longer distances than whites employed at the same locations. The longer commute implied greater transportation costs in time and money, while the shorter commute was offset by more expensive central city housing. These differences were attributed to racial discrimination in the housing market that restricted blacks to central city neighborhoods. These results were contrasted with the decentralization of most employment in the San Francisco Bay Area, especially in blue-collar jobs, and with the decentralization of white residences.
April 1973

NTIS PB224773/AS

5-336 Working Conditions, Wage Rates, and Human Capital: A Hedonic Study

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Robert E. B. Lucas

Grant 91-25-72-17
Project completed fiscal year 1973

Descriptors: WAGE STRUCTURE; OCCUPATIONAL STRUCTURE; HUMAN CAPITAL; JOB DESCRIPTION; DATA SOURCES AND USE; LABOR MARKET BEHAVIOR; WORKING CONDITIONS; BLACK/WHITE; MALE/FEMALE

This project developed and tested a model of the labor/job market in the context of a theory that describes both people and occupations by vectors of characteristics or attributes.

The empirical work—combining data from the *Dictionary of Occupational Titles* and the 1967 Survey of Economic Opportunity—investigated the distribution of types of work across population classes and the variation in hourly wage rates by type of work and characteristics of the individual.

Of the four sex-color groups studied, black men had the most jobs with bad working conditions. Given the maldistribu-

tion of education and the existence of discrimination in hiring and promotion, almost half of the black women were in jobs requiring less than 30 days' experience, while 40 percent of the white men were in jobs requiring more than 2 years of specific vocational preparation.

Occupations which were "repetitive" and involved "any working condition" paid higher wage rates. For white men, wage rates rose with the level of schooling until graduate school. The other three groups received much lower wage rates for the same level of general educational development (GED). Only black men with graduate schooling in high GED occupations received wage rates comparable with those of white men.

October 1972

Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-337 Occupational Differences in Wage Discrimination Against Black Men: The Structure of Racial Differences in Men's Wage Return to Schooling, 1960

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Ross M. Stolzenberg

Grant 91-26-72-24
Project completed fiscal year 1974

Descriptors: WAGE DIFFERENTIALS; MEN; BLACKS; RACIAL DISCRIMINATION; OCCUPATIONAL STRUCTURE; RETURNS ON EDUCATIONAL INVESTMENT; WAGES

This study focused on the role of education in determining men's hourly wage rates by examining the causes of occupational variation in the racial difference in men's wage returns to schooling.

The primary data sources were the 1960 census and the 1 percent and .01 percent public use data files. A measure of the racial difference in hourly wage returns to years of schooling completed was computed for each of 62 detailed occupational categories—12 white-collar, 48 blue-collar, and 2 farm occupations—which accounted for the vast majority of black men in the experienced civilian labor force.

The study found no evidence that racial differences in wage returns to schooling were sufficient to cause large racial differences in hourly wages, with the possible exception of a few occupations. Indeed, black men obtained higher returns to schooling than white men in 27 of the 62 occupations. These findings posed a question about what does determine racial differences in hourly wages for men of equivalent education in the same occupation. The fact that industries which paid above average wages for workers in one occupation did not necessarily pay high wages to employees in other occupations ruled out the researcher's working hypothesis that interindustry wage differences were part of the explanation.

The racial differences in returns to education, however, varied substantially from one occupation to another. Seeking to explain these differences, the author related them to a variety of characteristics of the occupations, such as the black share of the male work force, average years of schooling of male incumbents, the female share of the work force, exposure to noxious working conditions, urban/rural distribution of workers, and annual hours of work for men in the occupation. Those analyses suggested that both hourly wage discrimination against black men in an occupation and the extent to which they entered it were related to the proportion of women in the occupation, tending to support a queue theory of the labor market in which white women were sandwiched between white men and black men in employers' hiring preferences.

December 1973

NTIS PB225840/AS

5-338 An Econometric Model of Minority Hiring Among Manufacturing Industries

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Peter Konijn

Grant 91-42-72-33
Project completed fiscal year 1973

Descriptors: HIRING PRACTICES; MINORITIES; DISCRIMINATION; MANUFACTURING; ECONOMIC ANALYSIS AND ECONOMETRICS

This study attempted to find out how much of the black concentration in low-wage manufacturing industries was due to demographic considerations and deficiencies in human capital and how much was due to discrimination. It developed a measure which could be used to determine the existence and degree of discrimination in any labor group which could be disaggregated from the total labor force of a given industry.

In the 10 industries investigated, black concentration often was attributable not to race but to lack of education, for which race was the most easily identifiable proxy. Racial discrimination was most often found in industries characterized by craft unions.

October 1973

NTIS PB224809/AS

5-339 Studies in Urban Economics and the Distribution Of Income

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Sheldon H. Danziger

Grant 91-25-74-22
Project completed fiscal year 1977

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; EDUCATION; BLACK/WHITE; URBAN AREAS; POVERTY AREAS; INCOME DIFFERENTIALS

Three aspects of income differentials were explored with emphasis on their relationship to the urban economy. The trends in the level and distribution of income in metropolitan areas between 1959 and 1969 were analyzed, as were the income differentials between individuals working in the suburbs and in the ghetto. The economics of crime were also examined.

Econometric models were developed and analyzed based on data from standard metropolitan statistical area statistics, the Survey of Economic Opportunity, and census employment survey data.

The study suggested that policies that alter labor demand might produce greater returns to poverty-area residents than those emphasizing education and training.

February 1976

NTIS PB263549/AS

5-340 Longitudinal and Experimental Perspectives On the Social Psychology of Socioeconomic Attainment

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Charles F. Turner

Grant 91-36-76-03
Project completed fiscal year 1976

Descriptors: CAREER PATTERNS; DISCRIMINATION; EARNINGS; ROLE MODELS; HIRING PRACTICES

The research was designed to extend understanding concerning the role psychological factors play in occupational attainment. Specific inquiry was to what extent covert discrimination, the interaction of the personality of job candidates and the psychological stereotypes of placement interviewers, could account for differences in the attainments of similarly qualified workers. Verification of implicit biases could have applicability in accounting for the underutilization of trained labor.

An experimental model was set up to employ a bogus evaluation technique to judge an interviewer's decisions on prospective job candidates.

September 1976

NTIS PB296422/AS
Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-341 Individual Investments, Ecological Variables and Black-White Relative Economic Status: A Contextual Analysis of Status Attainments for Blacks and Whites

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Toby L. Parcel

Grant 91-53-76-24
Project completed fiscal year 1977

Descriptors: BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; GEOGRAPHIC MOBILITY; EDUCATION; ECONOMIC AND SOCIAL CONDITIONS; REGIONAL DIFFERENTIALS

The purpose of this study was to establish and evaluate models of status attainment for blacks and whites in order to provide new evidence concerning racial inequality in income and occupational attainment.

Data for the analyses were obtained from two surveys—the 1972 Michigan Panel Study of Income Dynamics (for men aged 35 to 54 years) and the 1967 Survey of Economic Opportunity (for both sexes aged 35 to 44 years). The status attainment process was conceptualized in three successive stages of: (1) Socialization for work experience; (2) possible migration from the region of socialization to the region of adult labor force experience; and (3) adult labor force experience within the context of a local labor market.

Major findings included: (1) Statistically significant partial correlations between school expenditures and measurements of work motivation, mental ability, and years of schooling; and (2) substantial decrements in economic returns to education and occupational prestige in earnings equations that incorporated a measurement of mental ability, especially for blacks. The analysis of lifetime migration suggested that variables indicative of economic organization specific to regions of current and former residence were more strongly associated with geographic mobility for blacks than for whites. Analysis of economic outcomes related to labor market conditions suggested that characteristics of both economic and social organization were associated with earnings, especially for blacks. The study contended that economic returns on background factors such as education were overestimated for both races when ecological variables were omitted from analysis.

1977

NTIS PB274292/AS

5-342 Racial Inequality in Family Welfare

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Suzanne M. Bianchi

Grant 91-26-78-24
Project still in progress

Descriptors: FAMILIES; BLACK/WHITE; INCOME DIFFERENTIALS; LABOR FORCE PARTICIPATION; DISCRIMINATION

Most research on black-white inequality has focused on individual earnings, ignoring the substantial increase in the number of black families headed by women, which may have significantly diluted improvement in the economic well-being of black families. This project will attempt to determine for each of three years—1960, 1970, and 1976—how much of the racial gap in family welfare is attributable to black-white differences in family composition, labor market participation, and returns to labor market participation—a component traditionally identified as racial discrimination.

Decennial census findings will provide the data for 1960 and 1970; the March 1976 tape of the Current Population Survey will yield comparable data for that year.

By examining changes in both family needs and family income over time, this research should make it possible to assess the effectiveness of recent and proposed national policies aimed at minimizing the racial gap in family welfare.

5-343 The Occupational Adjustment of Cuban Refugees in the West New York, New Jersey Area

FORDHAM UNIVERSITY
BRONX, N.Y.

Eleanor Meyer Rogg

Grant 91-34-68-58
Project completed fiscal year 1970

Descriptors: CUBANS; IMMIGRANTS; ASSIMILATION; OCCUPATIONAL MOBILITY; NEW JERSEY, WEST NEW YORK

One of the largest concentrations of Cuban refugees—outside of Miami—is in West New York, N.J. This study examined the occupational adjustment and cultural assimilation of these refugees, with emphasis on the role of the immigrant community in the process.

All available data on Cuban refugees in West New York (a city whose 1968 population of 35,000 was 27 percent Cuban) were assembled from public and private agency—school, church, housing, police, and welfare—records. About 250 Cuban heads of families were interviewed.

Most West New York Cuban refugees came from Havana and Las Villas, Cuba. A strong Cuban community had developed, with links to American society developing more slowly, primarily through work and school.

Relations between the Cuban community and the government of West New York had been good. Cubans were not overrepresented on relief rolls; their crime and juvenile delinquency rates were low; the school dropout rate had been low, with a higher rate of enrollment in high school and college for Cubans than for the West New York population as a whole. The influx of Cubans did not raise unemployment, and the rate of unemployment of Cuban refugees was below that for the area.

A major factor in the economic and social adjustment of the refugees had been the strength and solidarity of the Cuban community, whose members sought help from each other. It appeared, therefore, that a strong ethnic community, far from preventing assimilation, slowed it down to a manageable pace and in the long run worked toward the cultural assimilation of the group.

While little unemployment was found among West New York Cubans, most of the refugees had experienced downward occupational mobility in the United States. The higher the former socioeconomic status of the Cuban refugee, the less likely he was to have regained his former occupational level, indicating serious underutilization of Cuban training and skill. Only Cubans who had held low-level positions in Cuba experienced upward mobility, usually into operative jobs.

As socioeconomic status increased, the level of cultural assimilation increased. Cultural assimilation preceded occupational adjustment in the higher socioeconomic groups, while the reverse was true of the lower groups. As the refugee's occupational level advanced, his contacts with Americans increased, along with his facility in English. As the hope to return to Cuba faded, the refugee's links to American society increased, with 40 percent of the Cubans interviewed expressing the desire to become U.S. citizens.
1970

NTIS PB190553/AS

5-344 Stochastic Models of Social Mobility: A Comparative Analysis and an Application to Job Mobility of Mexican American Men

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Nancy Brandon Tuma

Grant 91-24-69-12
Project completed fiscal year 1973

Descriptors: OCCUPATIONAL MOBILITY; SOCIAL MOBILITY; STATUS; MEN; MATHEMATICAL MODELS; MEXICAN AMERICANS; MIGRANTS

This project analyzed and compared stochastic models of social mobility and applied them in an analysis of job mobility revealed by the work histories of a sample of 584 Mexican-American men with a high school education or less who resided in selected Michigan counties during the winter of 1967-68 (see contract 81-24-66-32, in which the data were obtained). The variables examined were calendar year job changes and certain attributes of jobs and jobholders.

In general it was found that the rate of leaving the job increased with education level but was negatively related to the level of social rewards with which the job was associated. Geographic location of the job was extremely important, but only for migrating farm laborers. The jobholder's age at entering the job had a negligible effect.

The study also proposed and tested a simple model of the probability of individuals moving among jobs. Quantities in the model were the distribution of job vacancies and the attraction of jobs to workers and of job applicants of employers.
March 1973
Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-345 Job Search and Economic Absorption of Automobile Workers

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Jerry N. Judy

Grant 91-24-69-25
Project completed fiscal year 1974

Descriptors: JOB SEARCH; MIGRANTS; MEXICAN AMERICANS; ASSIMILATION; MICHIGAN

The general concern of this study was the means by which migrants were assimilated in new communities. The particular focus was upon the manner in which migrants and local individuals, both skilled and unskilled, found jobs in an automobile plant which was new to the community.

The author analyzed the extent of job searches, the sources of information, the means of obtaining jobs, and the extent of the information obtained. Many of the data had been obtained in an earlier study of the adjustment of Mexican-American farmworkers who dropped out of the migrant stream to settle in Michigan (contract 81-24-66-32).

The current study found that the migrants appeared to be less informed than the local population about the nature of the job market and as a consequence had a more complex job search. Since friends and relatives were an important source of information and assistance in getting the job, the study concluded that a new plant offered better opportunities for persons without previous association with the industry because it had not yet developed informal networks of job assistance. However, even at this stage these persons are at a disadvantage because the new plant provides considerable advantage for the more experienced workers.

NTIS PB223105/AS

5-346 A Study of the Effect of Environmental Change on Human Capital Among Selected Skilled Cubans

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Raul Moncarz

Grant 91-10-69-32
Project completed fiscal year 1970

Descriptors: CUBANS; OCCUPATIONAL MOBILITY; REFUGEES; OCCUPATIONAL LICENSING

This study analyzed the extent of utilization of the education and training of different groups of professional and skilled Cuban refugees who had entered the United States since January 1, 1959. It attempted to discover the occupational or personal characteristics of those refugees who adjusted best to the new environment and the barriers to occupational adjustment.

Data were obtained by questionnaires from 572 refugees who had been professional, white-collar, or skilled workers in Cuba. Interviews were held with Cuban occupational and professional associations in exile, as well as with representatives of U.S. professional associations.

About one-third of the refugees reported they were unable to make a good occupational adjustment. For some, differences between Cuban and American training and licensing requirements were found to be almost insurmountable barriers to adjustment. For others, occupational adjustment was hampered by the legal status of refugees, most of whom can become "permanent" immigrants (and ultimately citizens) only by securing an immigrant visa from an American consul in another country and reentering the United States under the immigrant quota. In still other cases, language was the major barrier. Finally, the lack of demand for workers in some occupations in Florida constituted a barrier for other refugees.

Adaptation was found to differ widely among the various professional occupations. Civil and electrical engineers reached the best adaptation, primarily because licensing was not of supreme importance in engineering. Language was the greatest difficulty engineers encountered. Because of professional restrictions, veterinarians encountered greater difficulty than any other professional group, but professional restrictions also proved almost insurmountable for optometrists, pharmacists, and dentists. Lawyers, architects, and physicians met great difficulties with licensing and professional restrictions.

Language proved to be the greatest barrier to occupational adjustment for teachers and accountants. Close to one-half of these teachers left the profession. Most accountants remained in the field, but in inferior positions.

Nurses and beauticians in large part remained in their fields, as did telephone workers, many of whom went to California. Age and professional restrictions effectively cut the airline pilots from their field of work.
1972

NTIS PB186396/AS

5-347 Wage Labor and Urban Chicano Adaptation

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Catherine V. Jucius

Grant 91-55-74-30
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; WAGE EARNERS; URBAN AREAS; SOCIAL RELATIONSHIPS; NEW MEXICO, SILVER CITY

This research is focusing on urban Chicano employees in Anglo enterprises to provide information on economic strategies involved in urban Chicano adaptation and related social patterns in the Chicano and Anglo communities.

The researcher will take up residence in a Chicano neighborhood in New Mexico and conduct casual interviews with Chicano residents over a period of several months. Other procedures include researching historical and administrative documents and attending Chicano meetings and other functions.

5-348 A Comparative Economic Analysis of the Size Distribution of Income of White, Black, and Spanish-American Ethnic Groups in the United States

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Mahmood Ali Khan Omarzai

Grant 91-18-75-07
Project completed fiscal year 1977

Descriptors: BLACK/WHITE; INCOME DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; SPANISH-SPEAKING AMERICANS

This report investigated mean income and income (or earnings) differences for three ethnic groups—white, black, and Spanish Americans. Thirteen States with a Spanish American (or Hispanic) population of 100,000 or more in 1970 were selected, and multiple regression techniques were applied to census data for measuring the effect of several socioeconomic variables on income or its dispersion. Mean income and its coefficient of variation were the income measures.

The results indicated that the State of residence, on the whole, was not a statistically significant explainer of average income or dispersion variability. Female identity, on the other hand, tended to reduce mean income and increase income dispersion significantly. Black identity reduced mean income by $1,969 and Hispanic identity by $1,739. Income dispersion was less among both blacks and Hispanics relative to white Americans. Age tended to increase income dispersion, and it benefited the minority mean income position less. The professional occupations were associated with the most income dispersion and the blue-collar occupations with the least. Income dispersion was negatively related to the number of weeks worked.

November 1976

NTIS PB265122/AS

5-349 An Analysis of Earnings Among Persons of Spanish Origin in the Midwest

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Richard Santos

Grant 91-26-75-23
Project completed fiscal year 1977

Descriptors: EARNINGS; HUMAN CAPITAL; MODELS; OCCUPATIONAL STATUS; SPANISH-SPEAKING AMERICANS; MIDWEST STATES

This study analyzed earnings of persons of Spanish origin and a randomly selected white comparison group in five Midwest States, using a human capital approach. It examined the effects of certain human capital characteristics and other independent variables on: (1) Labor force participation; (2) weeks worked; (3) total earnings; (4) occupational earnings level; and (5) an occupational earnings ratio. The data were drawn from the 1970 U.S. Census Public Use Sample tape and incorporated into an econometric earnings model.

The research found that the average earnings of persons of Spanish origin were one-fifth less than those of persons with similar human capital characteristics but not of Spanish origin. It suggested that, despite the improved economic status of Spanish-origin groups, there is still a need to investigate the earnings differential and implement affirmative actions to correct the differential.

1977

NTIS PB265017/AS

5-350 An Empirical Analysis of the Determinants of Personal Earnings for Persons of Spanish Origin: Cuban Americans, Mexican Americans, and Puerto Rican Americans

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Joe Mosqueda, Jr.

Grant 91-18-77-14
Project still in progress

Descriptors: SPANISH-SPEAKING AMERICANS; EARNINGS; HUMAN CAPITAL; SOCIAL STRUCTURE

This study is an empirical analysis of the determinants of earnings for persons of Spanish origin in the United States, with specific reference to persons of Cuban, Mexican, and Puerto Rican descent. The analysis is based on an earnings model that includes human capital, institutional, and social stratification variables. A microdata set for the study is being derived primarily from the one-in-a-hundred Public Use Sample of Basic Records from the 1970 Census of the Population.

5-351 Influence of Mexican-American Family Patterns on Occupational Placement

THE UNIVERSITY OF NOTRE DAME
NOTRE DAME, IND.

Daniel Valdez

Grant 91-18-78-35
Project still in progress

Descriptors: FAMILIES; MEXICAN AMERICANS; OCCUPATIONAL ASPIRATIONS

This study will investigate the influence of family patterns on the types of jobs obtained by young Mexican Americans from middle- and low-income families.

Interviewers will question a sample of 100 Mexican American families in East Chicago, Ind., who are of diverse socioeconomic status but similar in age and in having secondary school children and young adults present. Multiple regression techniques will be used to analyze the data.

The results of this study are expected to be useful to decisionmakers responsible for job-related policies and programs affecting Mexican Americans and should also be of value to local organizations and institutions working with Mexican American families.

5-352 Intrametropolitan Migration of White and Minority Group Households

STANFORD UNIVERSITY
STANFORD, CALIF.

Jay Siegel

Grants 91-05-68-56 and 91-05-69-55
Project completed fiscal year 1971

Descriptors: MINORITIES; HOUSING SEGREGATION; JOB LOCATION; GEOGRAPHIC MOBILITY; CALIFORNIA, SAN FRANCISCO

The central focus of this study was the relationship between the home and job location of the household within a metropolitan area: What factors explain the decentralization of the metropolitan population? Are there corresponding differences between white and minority group households?

A model was constructed in which the household simultaneously chooses the residential and employment location, monthly rent, number of rooms and the type of structure of the dwelling unit, so as to maximize its utility subject to the budget constraint. Determinants of these factors were defined as: (1) For home location—job location, income, number of workers; (2) for job location—home location, time to the average job location in the industry of employment; (3) for rent—price, home location, number of rooms, age of structure; (4) for rooms—income, age and type of structure, size of household, sex; and (5) for type—home location, number of rooms, number of workers, education.

The data base was the Home Interview Survey (approximately 30,000 households selected randomly throughout the San Francisco Bay area) conducted in 1965 by the Bay Area Transportation Study Commission. Extensive socioeconomic information, including the location of employment by census tract, was obtained for each household. A special survey of 3,000 households obtained further information on household residential and employment mobility. A 1965 Interzonal Driving Times and Distance Matrix permitted the use of automobile driving time between two locations as the measure of distance.

The coefficients in the simultaneous model were estimated by two-stage least squares. The cross-section sample was stratified by tenure (renters and homeowners), by race (white, black, Oriental, and persons with Spanish surnames), and by position in the life cycle. The results of the regressions supported the model.

Black and white households had almost identical behavioral responses. The per unit, location free, price of housing was lower for minority groups than for white households, which argues that minority groups do not face price discrimination in the housing market. However, there was evidence that black households do face a geographically segregated market for renting but not owning.

For all groups, the elasticity of home location with respect to job location was much larger than the elasticity with respect to income. This, coupled with the movement of low-skilled jobs into the suburbs, argues that the decentralization of the metropolitan population will continue and is not due solely to rising incomes. Furthermore, subsidies to employers to locate in the central city, although they would increase the incomes of central-city residents, would provide a strong inducement for those residents to remain in the central city and might attract others to move into the central city. Thus a policy that is meant to alleviate the plight of the central city may only strengthen the racial and income split between the suburban and the central-city inhabitants.

1971

NTIS PB195410/AS

5-353 An Alternative Approach to Economic Development in a Traditional Navaho Community

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Lorraine Turner Ruffing

Grant 91-36-72-13
Project completed fiscal year 1973

Descriptors: ECONOMIC DEVELOPMENT; INDIANS; RURAL AREAS; ETHNIC GROUPS; COOPERATIVES; ECONOMIC ANALYSIS AND ECONOMETRICS

This study sought to develop an approach to the economic development of the American Indian based on existing social structures instead of on Western values of individual entrepreneurship. To evaluate the hypothesis that growth would occur more rapidly if the development strategy were consistent with the social structure, the researcher chose the traditional Navajo community of Shonto, whose economic activities are organized by extended family groups, called residence groups (RG), similar to producers' cooperatives. Productive efficiency of the RG was assessed by comparing resource and income data from a 1955 survey of the 100 households making up the 38 RG's at Shonto with matching data on the same households obtained by the researcher in 1971.

Though it was found that substantial shifts of labor from less to more productive activities had occurred in 16 years, per capita income remained low ($725). It was concluded that raising the Navajos to the national poverty level would require a large investment of technical assistance and capital. It was suggested that such investment could be made within the framework of the traditional social structure; productivity depends on the use of modern technology, materials, and skills, not cultural values.

March 1973

Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-354 White Ethnic and Black Economic Assimilation and Mobility: A Study of Employment Patterns and Determinants in Selected SMSA's

CORNELL UNIVERSITY
ITHACA, N.Y.

Jules H. Lichtenstein

Grant 91-36-72-42
Project completed fiscal year 1975

Descriptors: BLACK/WHITE; ASSIMILATION; SOCIAL MOBILITY; MINORITIES; OCCUPATIONAL STRUCTURE; METROPOLITAN AREAS; LABOR SUPPLY; LABOR DEMAND; ETHNIC GROUPS

This study sought to explain and describe the processes by which ethnic and racial newcomers become integrated into the urban economy and improve their well-being. An intergenerational model of occupational and industrial employment patterns was constructed to test historically the hypotheses that blacks are following the same pattern of assimilation and mobility within local labor markets as white ethnic groups. Next, the determinants of ethnic and racial economic performance, measured by labor force participation and occupational standing, were probed. It was hypothesized that conditions related to the demand for labor—industrial growth and location, occupation composition and change, and intergroup competition—were the most important determinants of the economic performance of first generation migrants, while supply factors—age, education, and group size—were the most significant factors influencing the economic well-being of their descendants. These hypotheses were tested by a variety of quantitative techniques used to describe white ethnic and black employment change in each of four northern labor markets—New York, Chicago, Philadelphia, and Detroit.

Correlation analysis and stepwise multiple regression were then used to assess the influence of supply and demand factors on a subsample of several white ethnic groups, Puerto Ricans, and blacks chosen from the unpublished 1970 1/100 SMSA and county group public use sample of the census.

Exploration of employment patterns showed that blacks, from an intergenerational standpoint, exhibited changes in in-

dustrial and occupational distributions that differ noticeably from patterns characteristic of various white ethnic groups and Puerto Ricans. Of particular significance was the empirical finding of substantial inter group competition between white ethnic groups and blacks. In general, public sector employment appeared to offer the greatest economic opportunities for blacks.
June 1975

NTIS PB243254/AS

5-355 The Relative Economic Status of Chinese, Japanese, Black, and White Men in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Harold H. Wong

Grant 91-06-74-05
Project completed fiscal year 1975

Descriptors: ORIENTALS; BLACK/WHITE; ECONOMIC STATUS; INCOME DIFFERENTIALS; CALIFORNIA

This study attempted a complete comparison of the relative economic status of men from four racial/ethnic groups in California. Historical, theoretical, and empirical analyses were employed to examine labor experience, education, vocational training, disability, location, and acculturation factors.

More complex models introduced occupation and class of worker factors. Data from the 1970 Public Use Sample permitted analysis of weekly and annual earnings, and the following conclusions were drawn: (1) Differences in annual earnings resulted from differences in weekly wages, not in labor force participation or unemployment; (2) Asian earnings were greatly decreased by apparent lack of American acculturation; (3) self-employment was positively related to wages for all minorities; (4) government employment was negatively related to the earnings of all races except blacks; and (5) white earnings exceeded minority earnings even when personal characteristics of members of the two groups were considered equal, and consequently the lower earnings of minority members were judged to result from racial discrimination.
November 1974

NTIS PB237161/AS

5-356 Labor Utilization and the Assimilation of Asian Americans

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Angelina H. Li

Grant 91-17-77-48
Project still in progress

Descriptors: IMMIGRANTS; UNDEREMPLOYMENT; ASSIMILATION; DISCRIMINATION; ORIENTALS

The study will explore underemployment among Asian Americans, concentrating on such variables as hours worked per week, income, and disparities between education and occupational attainment. The study will examine differences in underemployment between recent and more established immigrants and between second- and third-generation Asian Americans and other minority groups.

Data for the study will be drawn from four sources: (1) The 1-percent Public Use Sample of the 1960 and 1970 censuses; (2) published tabulations and special reports of the two censuses; (3) published tabulations from the Current Population Survey; and (4) data from unpublished dissertations on underemployment among whites and blacks in 1970. The researcher will test several hypotheses pertaining to cultural differences, discrimination, acculturation, and structural underemployment of Asian Americans.

The research should contribute to increased understanding of Asian Americans' adjustment to the U.S. labor market. Additionally, it is expected to shed light on underemployment generally and to have policy implications for employment and training agencies.

5-357 The Development and Utilization of Managerial Talent: A Case Study of Manufacturing Managers in Columbus, Ohio

THE OHIO STATE UNIVERSITY
COLUMBUS, OHIO

Leonard Emil Kreider

Grant 91-37-66-13
Project completed fiscal year 1968

Descriptors: MANAGEMENT TRAINING; SUPERVISION; LABOR MOBILITY; OHIO, COLUMBUS

This study examined the mobility, education, experience, promotion patterns and functions of 498 managers above the working foreman level in 51 manufacturing companies in the Columbus, Ohio, area. Data were obtained from a mail survey in 1965 and were tabulated by area of departmental responsibility.

The managers were not mobile, having changed employers only twice and industry or geographic area even less often.

Most of them believed that a college degree was desirable for management positions, and a majority in all except production departments were college graduates. Their major field of study was usually related to their present job; business majors were common to most finance managers, for example.

Most also specified experience in related work as a prerequisite. Those with higher educational attainment saw experience as providing an overview of the company or industry, whereas those with less education saw experience as building technical competence. High level general administrators usually had experience in areas outside their present responsibilities, but other managers' experience was at lower levels in their present area of responsibility.

Managerial functions were not significantly related to age, salary, length of job tenure, or industry, but were related to level of management. On the whole, time spent in planning or supervising decreased with educational attainment. Relations with other workers were the most difficult part of the job for a majority.
1968

NTIS PB178351/AS

5-358 Some Unanticipated Effects of Advanced Education on a Critical Professional Manpower Resource, The Inservice Teacher

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harold Oaklander

Grant 91-34-66-37
Project completed fiscal year 1970

Descriptors: TEACHERS; CAREER GOALS; LABOR FORCE BEHAVIOR; EDUCATIONAL EFFECT ON CAREER PATTERNS; OCCUPATIONAL MOBILITY

This study analyzed the relationship between educational attainment and job and career mobility among teachers in public elementary, junior, and senior high schools. It used data from two 1962 studies—the career intentions of about 1,400 teachers in three eastern suburban school systems from a study by Teachers College, Columbia University, and the 1960-62 employment status of some 3,900 teachers from the post-censal

survey of professional and technical labor supply by the National Opinion Research Center.

More than one-fourth of the teachers in the Columbia study desired a career change, divided about equally between those who wanted to leave education entirely and those who wanted other education jobs (e.g., guidance or supervisory work). Among the women, education was directly related to a desire for career change only among the older, the married, and the relatively small groups of junior high and senior high teachers. More of the men in all categories wished a change and the frequency of this desire rose with education, although the more educated male teachers in senior high schools tended to remain in the profession.

Changes in employment status between 1960 and 1962 were much more frequent for women than men, with the preponderance of the female job changers leaving the labor force. There was an inverse relationship between the level of education and the proportion leaving the labor force among women over the age of 35. Among teachers who remained in the labor force, 10 percent of the men shifted jobs—about twice the rate for women. In changes from public school teaching to employment in the private sector, turnover was directly related to the level of education, again with the exception of male high school teachers.

1970

NTIS PB190281/AS

5-359 The Impact of Work Organizations on a Scientific Discipline

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Worth C. Summers

Grant 91-24-66-43
Project completed fiscal year 1969

Descriptors: SCIENTISTS; WORK ENVIRONMENT; MOTIVATION; LABOR UTILIZATION

This study explored the ways in which different work settings (in industry and government, universities, and foundations) affected scientists' participation in their disciplines. Microbiology was selected as a representative discipline, and questionnaire responses were obtained from 985 members of the American Society for Microbiology employed full time in jobs involving some research.

Participation in the discipline was measured by: (1) Attendance at national meetings; (2) attendance at conferences or symposia; (3) contacts with scientists outside the work organization; and (4) number of professional papers published.

Only the fourth measure exhibited enough consistency to have analytical value. Scientists who published less than their school contemporaries often worked in organizations where: (1) Research was directed toward organizational or applied science ends, rather than basic scientific goals; (2) facilities for basic research were inadequate; (3) rewards for publishing were lacking; or (4) alternatives, such as administrative work or teaching, competed with research for the scientists' time. However, the scientists' motivation to participate in their discipline appeared to be a more important influence on their participation (in all aspects) than any organizational characteristic considered.

1969

NTIS PB186395/AS

5-360 Economic and Psychological Analysis of Labor Mobility: A Study of the Indiana Secondary School Teacher

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Robert E. Otlewski

Grant 91-16-68-13
Project completed fiscal year 1973

Descriptors: LABOR MOBILITY; TEACHERS; ATTITUDES; INDIANA

This study focused on the mobility of male secondary school teachers in the public schools of Indiana, especially noneconomic factors which affect the incidence and pattern of mobility.

The two primary data sources were Indiana statistics for school years 1966-67 and 1967-68, and questionnaires sent to all male secondary teachers who moved from one school district to another and to a random sample of nonmobile teachers matched by age and economic region.

It was found that mobility was at a peak for teachers aged 25 to 29—supporting the notion that the early work years are often spent shopping around for the right job. A change of subject taught was the reason most often cited by job changers. Salary ranked second. Location of school and problems of communication with school administrators were also important reasons for moving. Although job dissatisfaction was significantly higher among the mobile than the nonmobile, it played only a small role in individual teachers' decisions to move.

September 1972

NTIS PB220904/AS

5-361 Human-Capital Obsolescence: The Effects on Earnings Patterns of Engineers of the Expansion of Technical Knowledge

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John Stirling Haines, Jr.

Grant 91-53-69-07
Project completed fiscal year 1971

Descriptors: ENGINEERS; EARNINGS; SKILL OBSOLESCENCE

This study analyzed the effects on the earnings patterns of engineers (classified by branch of engineering, industry, and age) of the expansion of knowledge in their field, the deterioration of learning capacity, and formal on-the-job training and informal on-the-job learning. The expansion of knowledge was measured by the increase in the number of periodicals relating to the particular branch of engineering, and information on earnings (both cross-section and longitudinal) was taken from several published sources covering the period from 1946 to 1966. Training was inferred from data on years of school completed in one of these sources.

The analyses did not fully support—but did not contradict—the hypothesis that the deterioration in the relative earnings position of older engineers is induced by the obsolescence of their technical knowledge. The fact that the evidence on the relationship between earnings and education and training was often contrary to anticipations was attributed to possible defects in the measures.

1972

NTIS PB194745/AS

5-362 Career Patterns and Values: A Study of Men and Women in Science and Engineering

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Deborah S. David

Grants 91-34-69-11 and 91-34-70-05
Project completed fiscal year 1972

Descriptors: MALE/FEMALE; CAREER PATTERNS; SCIENTISTS; ENGINEERS

This study compared career patterns of male and female scientists and engineers within broad occupational groups as well as among specific occupations, using data from the 1962 postcensal survey of scientific, professional, and technical personnel. It examined the barriers faced by women choosing to enter these professions, their age, social class, education, and marital and family status, as well as sexual differences in career patterns, rewards and achievements, and occupational values.

The findings showed that the "typical" woman in these professions was 18 months older than the "typical" man and was more likely to have a father in a white-collar occupation. Compared with the men, the women were less likely to earn advanced degrees, have their work published, marry, or have large families. They were more likely to work for the government, to work fewer hours per week and fewer weeks per year, and to receive lower salaries. However, average tenure with the current employer was the same for women and men. Comparison of occupational values showed that women were more likely to score high on a "people" orientation index and men on an "intellectualism" index.

1972

NTIS PB208305/AS

5-363 THE CONTRIBUTION OF EDUCATION TO ECONOMIC GROWTH IN THE STATE OF MICHIGAN

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

John S. Chase

Grant 91-24-69-14
Project completed fiscal year 1970

Descriptors: GEOGRAPHIC MOBILITY; COLLEGE GRADUATES; ECONOMIC GROWTH; MICHIGAN

This study examined the migration patterns of persons earning degrees in business administration, education, engineering, medicine, law, and social sciences from six public colleges and universities in Michigan. Approximately 4,700 persons who earned their degrees in 1951-52, 1956-57, and 1961-62 were queried by questionnaire, and about 46 percent responded. In addition, field interviews were arranged with a number of respondents.

Migration patterns differed widely by field of study and by institution. Overall, nearly two-thirds of the graduates took their first jobs in Michigan, with the proportion being highest among graduates of teacher-training institutions and lowest for those from the technological university. A much smaller proportion of the doctoral recipients worked in the State than did those who earned a bachelor's or master's degree.

In all the years following graduation, from one-sixth to one-third of the in-State students, and from two-thirds to three-fourths of the out-of-State graduates had never worked in the State. Once employed within Michigan, however, sizable numbers of both in- and out-of-State graduates had spent their entire working careers in the State.

Ability to find a satisfactory job was the most important reason for remaining in the State, both by those who preferred to remain and those who wanted to go to other areas. Desire to remain near the family was the second most important reason given by those who preferred to remain in Michigan.

From the study, it appeared clear that broadened employment opportunities would be required for the State to retain its college and university graduates, who could in turn provide a highly skilled labor pool for economic expansion. The attempt to assess the contribution of education to the State's economic growth was abandoned for lack of data and a satisfactory methodology.

1972

NTIS PB188010/AS

5-364 WORK ENVIRONMENT, PERSONAL CHARACTERISTICS AND OBSOLESCENCE OF ENGINEERS

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Harold G. Kaufman

Grant 91-34-69-23
Project completed fiscal year 1970

Descriptors: ENGINEERS; SKILL OBSOLESCENCE; WORKER TRAITS; JOB PERFORMANCE

This study investigated how the personal characteristics of engineers at the outset of their careers, as well as the nature of their early work assignments, influenced technical obsolescence later in their careers.

Data were drawn from a study made in the mid-1950's by the Educational Testing Service, Princeton, N.J., of the knowledge, theoretical interests, and first jobs of newly hired, recently graduated engineers. The present study used personnel records of a sample of 110 of those engineers to follow the subsequent job environments and job performances of the engineers during the intervening 14 years.

The amount of engineering knowledge the men brought to the job, primarily from undergraduate training, had significant positive correlation with continuing graduate education, output of papers and patent disclosures throughout their careers, and their current, basic technical competence.

A challenging early work environment also stimulated continuing graduate education, good job performance, and the output of papers and patents. Participation in graduate engineering education had progressively increasing and pervasive influence on all aspects of technical effectiveness during the engineers' careers. Participation in short in-company courses was greater among engineers who had lower initial knowledge and early work challenge, as well as among those who were less technically effective. The in-company courses apparently did not result in improvement of subsequent technical effectiveness.

These results suggest that engineers who are assigned to more technically challenging work activities utilize their engineering knowledge and skills, thereby stimulating good job performance as well as the maintenance of their technical currency. Therefore, the researcher concluded that a potentially fruitful approach to the problem of obsolescence would be to effect changes in job design, capitalizing on the intrinsic challenge of the work itself to stimulate engineers to keep technically up to date.

1972

NTIS PB192273/AS

5-365 THE CHARACTERISTICS, EDUCATION AND EARNINGS OF TECHNICIANS

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Andrew J. Winnick

Grant 91-53-69-41
Project completed fiscal year 1971

Descriptors: TECHNICIANS; EDUCATION; TRAINING; EARNINGS; WORKER TRAITS

This study focused on the impact of personal and family characteristics and amount and type of education and training on the earnings of technicians. Technicians were defined as draftsmen, designers, medical and dental technicians, surveyors, electrical and electronic technicians, other engineering and physical science technicians, and technicians not otherwise classified. The researcher used data for nearly 5,000 workers in these occupations from the 1962 postcensal survey of scientific and technical personnel, adjusted to eliminate those reporting

inconsistencies in job titles, changes of occupation between 1960 and 1962, and excessive heterogeneity of job duties, as well as to minimize overlap between classifications. The adjustments were made by applying discriminant analysis and principal component analysis to reported data on job activities.

Earnings were found to be related to childhood socioeconomic status, size of city in which the worker grew up, sex, family structure, age, region of employment, and type of high school (academic, vocational, or general) attended. The major conclusion, however, was that, although the values of training and education were interdependent, 2 years of study at a college or technical institute were neither necessary nor, without additional training, sufficient to insure economic success as a technician in most of the occupations. Hence, the researcher concluded that other types of training programs, particularly apprenticeships with their combination of on-the-job training and formal instruction, would provide a more than adequate alternative to higher education by itself.

The researcher also maintained that previous studies using unadjusted census occupational data have systematically underestimated the impact of both education and training.
1972

NTIS PB194560/AS

5-366 An Organizational Analysis of the Hiring of Engineers

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Roger D. Roderick

Grant 91-15-69-51
Project completed fiscal year 1973

Descriptors: ENGINEERS; HIRING PRACTICES; LABOR DEMAND PROJECTIONS; EMPLOYER PRACTICES AND POLICIES; ORGANIZATIONAL ENVIRONMENT

This study attempted to integrate sociological theories of organization with economic theories of the firm in an analysis of the labor market for engineers. It addressed three questions: How do firms establish and operate recruiting programs? How do they determine their engineering labor requirements? How do they adjust to outcomes of engineering staffing activities?

The study covered the college recruiting years from 1958-59 through 1968-69. Data from 21 firms, whose total intake of engineering first-hires for 1968-69 exceeded 13,000, were obtained from the firms' records and through interviews with forecasters, recruiters, engineering managers, and newly hired engineers at plant sites.

Nearly all of the firms forecast their engineering labor requirements. Typically the forecasts covered 1 year and expressed the number of men (and qualifications) the firms would "like to have" rather than the number actually required; both the quality and amount of underlying information varied from firm to firm. Recruitment planners ignored the forecasts as an "internal exercise" and based their plans on their own familiarity with the firm's operations.

Recruiting was usually handled by personnel/industrial relations staff, who often called on engineering groups in the firm when extra people were needed. Recruiters selected the schools to visit, often for such subjective reasons as the personal preference of a firm officer, and tended to limit their visits to schools where they had succeeded in earlier years. Salary schedules were established essentially by adding some percentage to the salaries published in the College Placement Council Survey. The selection process involved some combination of prescreening consideration, initial interviewing, and plant visits. The engineering manager made the final selection, using a variety of criteria, of which the most critical was the concept of "fit." Candidates often were allowed to wait until shortly before the scheduled starting time to reply to job offers, and only token followup efforts were made in response to negative replies.

Firms invariably hired less than 100 percent of their stated requirements, yet reported very little adjustment experience. For example, the firms generally accepted the quantity and quality of engineering labor available at the predetermined salary schedules, which were quite uniform among the firms. There was no evidence of an engineering shortage for the period covered by the study.

The researcher concluded that the operation of the labor market for engineers cannot be adequately examined through the traditional approach which relies on macro data and economic assumptions alone.
June 1973

NTIS PB220944/AS

5-367 The Labor Market for Scientific Personnel: The Problem of Allocation and Efficiency

CORNELL UNIVERSITY
ITHACA, N.Y.

Ross E. Azevedo

Grant 91-34-69-67
Project completed fiscal year 1974

Descriptors: LABOR MARKET BEHAVIOR; ENGINEERS; SCIENTISTS; JOB SEARCH; PRIVATE EMPLOYMENT AGENCIES

This study analyzed the structure and functioning of the labor market for scientists and engineers.

This research was initiated through the use of a mail questionnaire survey sent to over 5,000 engineers who either were graduating from college in the spring of 1970 or had done so within the previous 20 years (1950-1969). Senior classes and alumni from five colleges and universities were used to derive the results for the experienced group.

The basic finding was that scientific personnel relied primarily on personal search strategies rather than the sophisticated techniques which characterize this labor market. Thus, the market would be more efficient if the employment "agencies" which serve it were more specialized and provided for a more intensive analysis of the total environment surrounding the particular employment possibilities which they offer.

It was suggested that they specialize in the handling of particular scientific professionals, such as chemists, mathematicians, or aeronautical engineers, and define one set of "supply" and "demand" curves and operate with these.
August 1972

NTIS PB222947/AS

5-368 The Structure of Science

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Judith R. Blau

Grant 91-15-70-45
Project completed fiscal year 1972

Descriptors: SOCIAL STRUCTURE; PHYSICISTS; SOCIAL RELATIONSHIPS; OCCUPATIONAL STRUCTURE; MICROLEVEL ANALYSIS; ORGANIZATIONAL STRUCTURE

This study investigated selected aspects of the social structure of one specialized area of science—theoretical high energy physics. Data were gathered by surveying 1,000 physicists, approximately 45 percent of the world's specialists in this field.

Four components of the social structure and their interrelationships were considered: A reward or stratification system; communication networks or informal groupings; the subdivision of the discipline into specialities; and a network of organizations. Communications networks and types of rewards were analyzed in detail.

It was found that the subdivision into specialties, the network of organizations, and the communications networks were the most important components in the social structure of the physicists sampled. They tended to have communications links

with others in the same specialty, but not with those in comparable occupational positions. Physicists with cosmopolitan reference groups tended to establish ties with those in similar specialties, while those with local reference groups usually preferred links with others in roles similar to their own. When physicists in different specialties established communications links, it was determined that they shared similar values, interests, and background characteristics. Communication among specialists in the same area did not appear to be influenced by geographical or status differences.

Two types of leaders were discovered in the organizational network: research leaders in special areas of theoretical high energy physics and informal leaders who coordinate and integrate the discipline as a whole.

Among the American physicists sampled, three types of social groups were found. About one-fourth were integrated informally into an "invisible college," a group which served as their communications and intellectual center. Members communicated freely by various informal methods, such as preprints, and were most intensely involved in teaching and research. Another 25 percent of the physicists were in periphery cliques of from 2 to 18 members concerned primarily with consultation and administration. The remainder of the U.S. physicists surveyed were isolated.

Two types of scientific recognition were verified: institutional recognition based on scientific contributions and elementary recognition based on individual skill in giving advice and sharing ideas. Specific factors that influence the types of recognition were analyzed.

It was concluded that quality research is greatly dependent upon the social structure and organization which surround it.
July 1972

NTIS PB208970/AS

5-369 Wage Determination for Teachers and the Demand for Educational Expenditures

YALE UNIVERSITY
NEW HAVEN, CONN.

Charlotte K. Stiglitz

Grant 91-09-72-29
Project completed fiscal year 1976

Descriptors: TEACHERS; PUBLIC SECTOR; WAGES; UNIONIZATION; TAXES

An econometric model of wage determination for public school teachers was presented and the estimated wage level was used in an estimation of the level of public school expenditures. The period studied was 1961-62 to 1969-70 and the sample consisted of 51 large school districts.

It was found that local labor market conditions were the primary determinants of teacher wages but that unionization also had a significant effect that decreased in magnitude as more districts became unionized. With respect to expenditure determination, it was found that after sociodemographic and cost differences were taken into account, wealth did not have a significant effect. Evidence of the effect of tax price differences was found and significant variations in salaries and expenditure also resulted from differences in regional and urban status.
May 1976

NTIS PB267098/AS

5-370 Registered Nurse Education and the Registered Nurse Job Market

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

H. Allan Hunt

Grant 91-06-73-23
Project completed fiscal year 1975

Descriptors: NURSES; WAGE DIFFERENTIALS; WORKER UTILIZATION; EDUCATIONAL ATTAINMENT; INVESTMENT

This study compared the graduates of the three types of registered nurse (RN) education programs—3-year diploma in nursing; 2-year associate degree in nursing (ADN); and 4-year bachelor of science degree in nursing (BSN). The study tried to determine whether the graduates were perfect substitutes for each other and especially whether ADN graduates could replace diploma graduates as the base of the profession. The wages paid to RN's of different educational backgrounds were used as a proxy for the market value of the skills of the variously prepared practitioners.

A two-equation model was developed, with the first equation expressing the hourly wage as a function of job variables such as the location, sector of nursing practice, job title, type and size of employer, years of seniority, and type of RN education of the job occupant. This wage equation tested for the presence of systematic wage differentials by education within job categories. The second equation gave the probability of employment in various nursing jobs as a function of RN education, years of work experience, and other characteristics. The data were developed through a mail survey of a random sample of California resident RN's.

Results of the wage equations showed that there were no statistically significant differences among the wages of registered nurses who completed diploma, ADN, and BSN programs, when job variables were controlled. When work experience was controlled, the wages and job categories of ADN and diploma graduates were indistinguishable. However, diploma graduate RN's could not substitute for BSN graduate RN's. They were paid similar wages when job area was controlled, but their distribution among job areas was markedly different.
September 1974

NTIS PB236182/AS

5-371 Economic Insecurity, Professional Values, and Political Ideology: A Study of Engineers and Scientists in California

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Howard P. Greenwald

Grant 91-06-73-28
Project completed fiscal year 1976

Descriptors: WORK ATTITUDES; ENGINEERS; SCIENTISTS; UNEMPLOYED; ATTITUDES; CALIFORNIA

This study explored whether unemployment, underemployment, or the fear of either had important effects upon the attitudes of scientists and engineers in the San Francisco Bay area. The researcher mailed questionnaires to about 1,000 technical professionals in this region asking extensively about labor market experiences, expectations about the economic future, and a variety of professional and political attitudes.

The 719 persons who responded were more likely to feel dissatisfied with their career choices, favor collective solutions to employment problems (such as unionization), switch party preference, and blame society instead of the individual for economic failure, if they had experienced unemployment or underemployment in the past or expected unemployment or income fluctuation in the future. The economically insecure were generally less sympathetic to technocratic thought (granting more governmental power to technical experts) than the secure. But the persons dissatisfied with their careers, although secure, were highly technocratic.
September 1975

NTIS PB273834/AS

5-372 An Econometric Study of the University of Massachusetts/Amherst Faculty Salary Differentials

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Emily P. Hoffman

Grant 91-25-74-27
Project completed fiscal year 1976

Descriptors: WAGES; SALARY COMPARABILITY STUDIES; TEACHERS; UNIVERSITIES AND COLLEGES; WAGE DIFFERENTIALS; MALE/FEMALE; MINORITIES

This study investigated several problems concerned with academic employment: Are faculty members rewarded more for research and publications than for teaching, administrative duties, or public service? How effectively does the market mechanism function to allocate professional resources? Are women and minority group members discriminated against in salaries and promotions?

The study focused on the University of Massachusetts/Amherst and utilized data obtained from published sources and from personal interviews with faculty members. The effectiveness of affirmative action in reducing wage discrimination against women was investigated by means of a longitudinal study.

One conclusion emerging from this study was that in determining the existence and extent of wage discrimination, the unequal rank for males and females with equal characteristics must always be considered as a means by which wage discrimination can occur. Compared with men having equal characteristics, female faculty members at the university were found to be overrepresented in the ranks of lecturer, instructor, and assistant professor and underrepresented in the ranks of associate professor and professor. More broadly, discriminatory position assignments must be eliminated where position is defined by characteristics of rank, tenure track or nontrack, full or part time, and teaching assignments.

September 1975

NTIS PB263503/AS

5-373 The Impact of Job History on Managerial Career Success

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Marilyn A. Morgan

Grant 91-17-76-63
Project completed fiscal year 1977

Descriptors: CAREER PATTERNS; MANAGERIAL OCCUPATIONS

The study investigated the relationship between job history variables and several career success criteria. Job history is the series of job experiences over the span of the person's work life, and individual factors therein are obtained in the Hay system of job evaluation. The research design is a longitudinal archival study based on the personnel record system at Sears, Roebuck and Co. The research focused on 224 store managers.

In general, the results indicated that the series of jobs throughout a manager's career was related to the overall level of success. Successful managers had a history of jobs that were more demanding than those of less successful managers. Ability and job history worked in an additive way to predict career success. The results suggest that job history was a more important determinant of success than ability. The implications of these results for both researchers and practitioners, were discussed.

August 1977

NTIS PB273916/AS

5-374 Underemployment of Ph.D.'s

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Theodore J. Settle

Grant 91-20-76-66
Project still in progress

Descriptors: UNDEREMPLOYMENT; UNEMPLOYMENT; DOCTORAL DEGREES

This research explores the component of Ph.D. placement that has received only minimal media exposure and public awareness, underemployment, the situation wherein the job incumbent's skills are greater than the position requires. Is the average individual willing to experience underemployment before experiencing unemployment, that is, would an individual accept a job that actually ranked fourth or fifth in priority among all the jobs for which he or she was being considered rather than accept no position at all? In the examination of this topic, the following four perspectives are analyzed: (1) The different categories of underemployed; (2) the magnitude of the underemployment situation; (3) possible factors contributing to underemployment; and (4) attitudes of those who are underemployed. Collectively, these perspectives represent an analysis of a phenomenon that may exist until the demand for doctoral degree holders again outstrips the supply.

The sample selected for the study consists of Ph.D. graduates of eight departments from six institutions for 2 academic years.

5-375 The Training of Foreign House Staff

YALE UNIVERSITY
NEW HAVEN, CONN.

Cheryl Maureen Searle

Grant 91-09-77-05
Project still in progress

Descriptors: PHYSICIANS; ALIENS; TRAINING EFFECTIVENESS AND IMPACT; HOSPITALS; SUPERVISION; JOB PERFORMANCE

The study is a comparative analysis of the supervision and responsibility given to foreign- and U.S.-trained medical school graduates. Americans and foreign nationals trained in foreign medical schools and Americans trained in U.S. medical schools are being studied to assess the impact of racial and cultural differences on the intensity of supervision and degree of responsibility given to these groups.

Data are being obtained from observations and interviews of hospital resident and supervisory staff.

5-376 Unionism and Organizational Effectiveness in Institutions of Higher Education

YALE UNIVERSITY
NEW HAVEN, CONN.

Kim S. Cameron

Grant 91-09-77-29
Project still in progress

Descriptors: UNIONIZATION; UNIVERSITIES AND COLLEGES; ORGANIZATIONAL ENVIRONMENT

This study will evaluate the impact, effectiveness, and future of unionization among employees in a sample of institutions of higher learning. Previous research, which measured the organizational effectiveness in selected universities and colleges, will permit the identification of variables that interact with unions and collective bargaining. The power, popularity, and effectiveness of unions will also be analyzed. Fifty colleges and universities in the Northeastern United States are to participate

in the study through questionnaires that will provide the statistical base.

5-377 An Examination of the Transferability of Certain Military Skills and Experience to Civilian Occupations

CORNELL UNIVERSITY
ITHACA, N.Y.

Robert Brooks Richardson

Grant 91-34-66-47
Project completed fiscal year 1968

Descriptors: ARMED FORCES; VETERANS; TRANSFERABILITY OF SKILLS; TECHNICAL TRAINING; LABOR MARKET BEHAVIOR; MONOGRAPHS

This study concerns the value in civilian employment of selected skills acquired during service in the U.S. Air Force. Data were obtained from military records and by mail questionnaires from 858 male USAF officers and enlisted men who left the service voluntarily during 1965 and 1966, and who had worked in the following skill clusters: (1) For officers, the scientific-engineering cluster (e.g., communications, missiles, maintenance) and the administrative cluster (e.g., supply operations, data systems, personnel); (2) for enlisted personnel, the technical-craftsmen cluster (e.g., construction, missile electronics, fire protection) and the military service nontechnical cluster (e.g., food service, air police). Eighty percent of these servicemen found civilian jobs readily, primarily through their own efforts. The researcher concluded that although the occupational structures of the armed services and civilian industries were more similar than ever, the transfer of skills was selective: technical skills were more readily transferred than were nontechnical skills. Enlisted men lacking technical skills more often accepted jobs in the sales or service areas, and experienced subsequent dissatisfaction.

Recommendations were presented for overcoming some of the problems pinpointed in the study, thus anticipating subsequent corrective measures.
1968

NTIS PB177372/AS
ETA *Transferring Military Experience to Civilian Jobs—A Study of Selected Air Force Veterans,* Manpower Research Monograph No. 8, 1968 (summary).
Also available from ERIC—MP 000665

5-378 Second Careers for Retired Military Officers: The Transfer of Educational Attainments, Skills and Experience to Civilian Occupations

RUTGERS, THE STATE UNIVERSITY
NEW BRUNSWICK, N.J.

William H. Henry, Jr.

Grant 91-34-76-57
Project completed fiscal year 1978

Descriptors: ARMED FORCES; RETIREMENT; SECOND CAREERS; TRANSFERABILITY OF SKILLS

This study examined the transition of retired military officers to full-time jobs in civilian occupations. It was based on questionnaires completed by 1,259 respondents, approximately a 1-percent sample. A transition index combining retirement income and perceptions of retirement success and satisfaction was used as a dependent variable in conjunction with some 40 independent variables. The resulting relationships were detailed in 159 tables.

The study confirmed earlier findings as to the importance of formal educational level to retirement success. Officers who were satisfied and successful in the armed services were found to be satisfied and successful in civilian occupations. Retired officers starting civilian careers typically required several years to become established. Having a job available before leaving the service was clearly related to retirement success. These and other conclusions should be of value to active duty officers approaching retirement, retired officers, vocational and educational counselors, and civilian career changers.
January 1978

NTIS PB283254/AS

5-379 The Determinants of the Relative Supply and Demand for Unskilled Workers

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Malcolm S. Cohen

Grant 91-23-66-36
Project completed fiscal year 1967

Descriptors: UNEMPLOYMENT; UNSKILLED WORKERS

This study determined the effect of wages, technical change, and other variables on the relative employment of skilled and unskilled workers in order that policymakers may better understand why unskilled workers have a higher unemployment rate than skilled workers.

Regression analysis was used to determine the amount of variation in employment that can be accounted for by the above factors.
1967

NTIS PB177554/AS

A STATISTICAL APPENDIX
1967

NTIS PB177555/AS

5-380 Occupational Mobility of Low Income Workers

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Lawrence Slifman

Grant 91-27-69-65
Project completed fiscal year 1972

Descriptors: OCCUPATIONAL MOBILITY; LOW-WAGE JOBS; UPGRADING; HIRING PRACTICES; BUSINESS CYCLE; MODELS

This study analyzed the impact of changes in the balance between labor supply and demand on the upward occupational mobility of low-income workers. It hypothesized that firms increase their work force, in part, by lowering hiring standards, as the market tightens. A labor market model was developed which included expectational factors and accounted for such nonwage adjustment mechanisms as hiring standards. The inclusion of expectational factors led to the theory that some mobility is a result of the optimal timing of life cycle job changes in response to tightened labor markets, i.e., workers delay moving into higher positions for which they are qualified until there is a high probability of job security.

Data for 1964-67 were obtained from the Census Bureau's *Current Population Survey* for households with incomes less than twice the Social Security Administration's low-cost budget income level.

The analysis indicated that as the labor market tightens, the proportion of low-income workers moving into more favored occupations increases. The demographic variable having the most effect on the likelihood of mobility is the worker's sex, males having the advantage in some occupations and females in others.

The results suggested that the probability of upward mobility is systematically related to changes in the tightness of the labor market, and that, in general, upward mobility is stimulated primarily by workers' timing decisions. Results further indicated a high degree of interoccupational substitutability in the labor force.
April 1972

NTIS PB208340/AS

5-381 The Personal Earnings Distribution: Individual and Institution Determinants

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Barry Bluestone

Grant 91-24-70-51
Project completed fiscal year 1975

Descriptors: LOW-WAGE JOBS; WAGE STRUCTURE; WAGE DIFFERENTIALS; DUAL LABOR MARKETS

This study investigated the determinants of the earnings distribution in the United States with emphasis on the less skilled segment of the work force. A general earnings theory was proposed with human capital theory, institutional hypotheses, and radical stratification analysis as the elements. It was hypothesized that workers in a limited field would be paid less than those who worked in a field of more opportunities and that workers who were equally qualified could have large wage differentials because of stratification of the labor force, especially as related to race and sex. It was further hypothesized that workers in concentrated, profitable, and unionized industries would earn more than those who had similar work characteristics.

Regression analysis based on a large integrated micro-macro data set yielded extensive evidence of stratification after controlling for differences in human capital. Least skilled workers were especially affected in the earnings distribution, and there was evidence that "crowding" in certain fields also had a stratifying effect.
September 1974

NTIS PB238959/AS

5-382 The Effects of Geographical Immobility on the Unemployment and Underemployment of Low-Income Area Residents

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dennis M. Roth

Grant 91-06-73-03
Project still in progress

Descriptors: UNEMPLOYMENT; JOB LOCATION; COMMUTING; INNER-CITY RESIDENTS

This project is concerned with the extent to which the isolation of jobseekers from available jobs exacerbates sex and racial discrimination in employment, the mismatching of skills, and other factors associated with high unemployment and underemployment in the central cities. Its objectives are to determine: (1) The causes of high unemployment in the central city, especially among blacks; (2) the range of employment opportunities actually available in the suburbs; (3) the relative importance of transportation vis-a-vis other determinants of ghetto residents' chances of getting and holding jobs; (4) the characteristics of those most likely to benefit from improvements in transportation; and (5) the reasons why some of the urban poor have adapted to changes in employment location and others have not.

The Oakland-San Francisco Bay region is the primary setting for this research. The 1970 Census Profiles of Selected Low-Income Areas and data tapes from Dun and Bradstreet's DUNS Market Identifier File are its primary sources. Regression techniques are being used to measure and compare the availability of jobs accessible at various costs to low-income area residents and to estimate the "latent demand" of the central-city poor for transportation to jobs outside the central business district.

5-383 Career Patterns of Women Physicians

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Jane Gaudette Jones

Grants 91-23-66-59 and 91-23-67-45
Project completed fiscal year 1972

Descriptors: CAREER PATTERNS; WOMEN; CAREER CHOICE; EDUCATION; PHYSICIANS

This study sought to identify factors which motivate women to enter the medical profession and obstacles which they must overcome in training for and pursuing their careers. Questionnaires were sent to 410 women enrolled in three medical schools between 1946 and 1966, and 265 of these (81 students and 184 physicians) were interviewed. Data were gathered on family background; high school, college, and medical school experience; graduate training and practice; training and career interruptions; and marital and childbearing history.

The study found the women to be an elite group whose decision to study medicine was congruent with their families' professional orientation. In most cases, occupational interests had been defined early and pursued without interruption. Early stressful situations centered most often around academic pressures and competition. Later, those who had children were faced with new pressures which greatly increased the complexity of their roles. Whether student, intern, resident, or practicing physician, these women reported that stress and conflict came hand-in-hand with childbearing and child-rearing responsibilities. Marriage alone was rarely sufficient cause for discontinuing practice, and the more advanced in their careers the women were before their first children were born, the less likely childbearing was to disrupt their practices.
1972

NTIS PB202896/AS

5-384 Career Patterns and Work Participation of Graduate Female Social Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Dorothy Mary Chave Herberg

Grants 91-24-67-21 and 91-24-68-44
Project completed fiscal year 1971

Descriptors: CAREER PATTERNS; WOMEN; SOCIAL SERVICE EMPLOYEES; PROFESSIONALS; MONOGRAPHS

This study attempted to develop career pattern types for graduate women social workers which could be used to predict work participation levels. Career pattern types were formed by combining measures of early sex role ideology and sequence of marriage and professional education. Time actually worked divided by total possible work time in a given period was the measure of work participation. Data were obtained by questionnaires from 1,037 women 40 to 60 years old with graduate degrees in social work pertaining to family background, marital status, work and sex role attitudes, work history, and future work plans of those not working.

Situational factors—such as marriage, number of children, or geographic location—appeared to have more effect on the

working lives of these women than factors like work commitment and aspirations.
1972

NTIS PB196652/AS
ETA R&D MONOGRAPH NO. 27, "BAKER'S DOZEN: ABSTRACTS OF 13 DOCTORAL DISSERTATIONS COMPLETED UNDER MANPOWER ADMINISTRATION RESEARCH GRANTS", 1973

5-385 Intertwining Career Patterns of Husbands and Wives in Certain Professions

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Lynda Lytle Holmstrom

Grant 91-23-68-45
Project completed fiscal year 1970

Descriptors: SOCIOLOGICAL FACTORS; WOMEN; CAREER PATTERNS; MALE/FEMALE

This study analyzed the problems that two-career families meet, the effects of the wife's career on both husband and wife, and how a selected group of two-career families met those problems. Data from "free-style" interviews of 20 couples with wives who pursued a career and seven (the companion group) with wives who had curtailed their careers were supplemented by information from a variety of other sources.

While there are other barriers to careers for women, such as outright sex discrimination, the study focused on those presented by the structure of the occupational and familial systems. On the occupational side, the greatest barrier was the rigidity of the system, which gave preference to full-time, uninterrupted careers and in which geographic mobility was important. On the familial side, the single greatest obstacle was the structural isolation of the nuclear family, which must be largely self-sufficient and in which the wife was required to remain at home with young children.

Overall, the career wives fared very well relative to the companion wives. Relative to their own husbands, however, they fared less well, and were still far from equal. Difficulties arising from either the structural or the familial system were consistently resolved in favor of the men: The husband's career was more important; if anyone took a career risk in movement from one locale to another, it was the wife; antinepotism rules were used against the wife, not against the husband; and no matter how much household duties were shared, they were still the wife's final responsibility.

The two-career couples organized their lives to combat the barriers they met and had deviated in many ways from middle-class norms. On the whole, the career wives gave little attention to their hostess roles; they employed more outside help and received more help from their husbands in family responsibilities than the wives in the companion group.
1970

NTIS PB191917/AS

5-386 NOW: The Formative Years—The National Effort to Acquire Federal Action on Equal Employment Rights for Women in the 1960's

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

John H. Florer

Grant 91-34-69-26
Project completed fiscal year 1973

Descriptors: MALE/FEMALE; EMPLOYMENT; NATIONAL ORGANIZATION FOR WOMEN (NOW); DISCRIMINATION

This study documented the efforts of the National Organization for Women (NOW) to involve the Federal Government in equal employment for the sexes in the 1960's. From 50 interviews, extensive documents supplied by the respondents, and public sources, a short history of the organization was constructed. The study focused on NOW's goal and methods, and the effect of its public image upon its success.

The researcher found that NOW achieved at least a takeoff point for women during the 1960's and concluded that continued progress could depend upon greater professionalism in NOW's direct lobbying, larger and more diverse membership, enlarged revenues, better management of business affairs, and a moderate mainstream image that retained liberal support for NOW, particularly in the media. He also observed that equal employment was perhaps the least disturbing aspect of feminism for most Americans, and therefore could be the most likely means of bringing them to accept complete equality.
March 1973

NTIS PB219076/AS

5-387 Male-Female Wage Differentials in Urban Labor Markets

PRINCETON UNIVERSITY
PRINCETON, N.J.

Ronald L. Oaxaca

Grant 91-32-70-01
Project completed fiscal year 1971

Descriptors: DISCRIMINATION; WAGE DIFFERENTIALS; MALE/FEMALE; BLACK/WHITE; MODELS; WORKER TRAITS; URBAN AREAS

This study used regression analysis of wage rates for men and women, by color, to estimate the effects of sex discrimination in the labor market. Conceptually, discrimination was defined as the difference between the observed male-female wage ratio and the ratio that would prevail in the absence of discrimination. Operationally, the so-called coefficient of discrimination became the male-female differential in the variations in wage rates which were not associated with measures of personal and employment characteristics in two alternative models.

Both models related the hourly wage to investments in human capital in the form of years of schooling and estimated years of potential work experience (with an adjustment for women for time lost because of childbearing). Both also linked wages to health problems that limit the kind or amount of work, part-time employment, migration, marital status, size of community, region of residence, and, for women, number of children. One model also included measures of class of worker/union membership, industry, and occupation. The models were applied to data from the February 1967 Survey of Economic Opportunity for respondents aged 16 and over who lived in urban areas and reported an hourly wage in the preceding week.

Gross average wages (geometric means) for men exceeded those for women by 54 and 49 percent for whites and blacks, respectively. The personal characteristics variables used in the less comprehensive model "explained" only 14 percentage points of the male-female differential for whites and 4 percentage points of that for blacks, averaging slightly different computations based on the male and female wage structures. The more comprehensive model, including employment characteristics, "explained" an additional 11 percentage points of the white differential and 20 more points of the black differential. The "unexplained" difference, sometimes called the standard error of estimate—40 or 29 percent for whites and 45 or 25 percent for blacks, depending on the model—was attributed to sex discrimination.
1971

NTIS PB199974/AS

5-388 Labor Force Participation of Married Women in the United States: An Investigation of the Role of Occupation

UNIVERSITY OF PENNSYLVANIA
PHILADELPHIA, PA.

Jean C. Darian

Grant 91-40-70-54
Project completed fiscal year 1973

Descriptors: LABOR FORCE PARTICIPATION; WORKING CONDITIONS; WOMEN; OCCUPATIONAL STRUCTURE

This study examined the relationship between the labor force participation of married women in the United States and the type of work available to them. Whereas previous studies indicated that a married woman's decision to work depended principally on home responsibilities and financial need, the basic hypothesis of this study was that the influence of these two factors was modified by the nature of available work opportunities.

Data from the 1/1,000 sample of the U.S. population in 1960 were used. Since these data lacked information on work available to nonworking women, a woman's most recent occupation was assumed to determine her perception of the type of work available and therefore her labor force behavior.

The study found that: (1) Differentials in rates of participation, by presence and age of children, were lowest for women whose current or last jobs provided convenient working conditions, (2) differentials by economic pressure were lowest in white-collar and highest in blue-collar occupations. Surprisingly, overall occupational participation rates were not higher for occupations with the most convenient or pleasant working conditions. presumably factors such as work availability and earnings offset any effect of occupation on overall participation.

September 1972

NTIS PB211852/AS

5-389 The Determinants of the Occupational Distribution of Women

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Harriet Sheila Zellner

Grants 91-34-70-62 and 91-36-72-34
Project completed fiscal year 1975

Descriptors: EDUCATIONAL EFFECT ON CAREER PATTERNS; OCCUPATIONAL STRUCTURE; MALE/FEMALE; EARNINGS; LABOR SUPPLY

This study analyzed the educational attainment, earnings, and occupational distribution of women relative to men. It developed a theory of occupational choice which assumes that the amount individuals are willing to invest in postschool training is a positive function of the amount of time they expect to work.

The theory was tested by data gathered from the 1960 Census of Population and Housing and the National Industrial Conference Board. Data were classified by age, race, marital status, presence of children, and place of birth.

Distinguishing among occupations by the relative number of women employed in each ("femininity occupation index" or "FOI"), the investigator tested the following hypotheses, using data from the 1960 Census of Population and Housing: (1) Relatively high FOI occupations require less postschool investment in market skills than do relatively low FOI occupations; (2) persons entering relatively high FOI occupations intend to supply less time to the labor force than do persons entering relatively low FOI occupations; and (3) relatively low FOI occupations are characterized by discrimination against women, while relatively high FOI occupations are characterized by indifference between men and women or even positive preference for women. Hypotheses 1 and 2 (tested in a necessarily indirect manner) were found to be consistent with the data; the results of testing hypothesis 3 (again indirectly) were not statistically significant.

1975

NTIS PB274277/AS

5-390 Determinants of Low Wages for Women Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Mary Huff Stevenson

Grant 91-26-71-16
Project completed fiscal year 1974

Descriptors: WAGE DIFFERENTIALS; WOMEN; SEX DIFFERENCES; LOW-WAGE JOBS; MALE/FEMALE

The objective of this study was to determine the extent to which wage differentials between men and women working full time could be attributed to sex discrimination. Differences in occupation, industry, and investment in human capital for men and women were examined, with special emphasis on low-wage workers.

The data were drawn from a sample of full-time workers in the 1967 Survey of Economic Opportunity. New categories of occupations were developed by clustering jobs requiring similar amounts of cognitive skill and training time and testing them in a wage differential model.

The research revealed that: (1) The return on education investment was lower for women than men; (2) women worked in fewer occupations than did men and these occupations were typically lower paying; and (3) industry characteristics (percent female employment, union membership, profitability, etc.) accounted for about 20 to 30 percent of the wage gap between men and women at low and moderate skill levels but were less important in explaining male-female wage differentials at higher levels.

1974

NTIS PB276340/AS

5-391 Pay Differentials and Differences in the Distribution of Employment of Male and Female Office Workers

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Francine D. Blau

Grant 91-25-71-24
Project completed fiscal year 1975

Descriptors: MALE/FEMALE; WAGE DIFFERENTIALS; OCCUPATIONAL STRUCTURES; NORTHEASTERN STATES

This study focused on the causes and consequences of sex segregation in employment by examining the relationship between differences in the distribution of men and women office workers among establishments and the male-female pay differential within narrowly defined occupational categories in three large northeastern labor markets: Boston, New York, and Philadelphia.

Within occupational categories, men and women were found to be differentially distributed among firms at levels beyond those that could be expected from the operation of random processes. Earnings differentials by sex within occupations were seen to be primarily the result of differences in pay rates among firms, rather than within firms. Distributional factors presented a useful picture of establishment wage and employment patterns when occupations were examined jointly. It revealed the existence of a wage hierarchy of firms within each

labor market which was consistent across occupational categories and sex groups. When the occupational mix of the establishment was controlled for, firms exhibited consistent patterns of establishment segregation across occupational categories. Further, the wage standing of the firm was shown to be inversely related to the representation of women in the establishment. The study's findings indicated that distributional factors were at the root of sex differences in earnings, even within occupational categories.
January 1975

NTIS PB267074/AS

5-392 The Economics of Sex Discrimination

DUKE UNIVERSITY
DURHAM, N.C.

Janice F. Madden

Grant 91-37-72-26
Project completed fiscal year 1973

Descriptors: SEX DISCRIMINATION; LABOR SUPPLY; LABOR DEMAND; OCCUPATIONAL STRUCTURE; MODELS

This study sought to construct a model that would provide a more realistic explanation of sex discrimination than that offered by models designed to explain racial or religious discrimination, which do not take into account the influence of family status and life-cycle stage on female labor force participation. The assumptions of a competitive model and two related noncompetitive models—a monopsony model or a male labor monopoly model—were examined for their applicability to sex discrimination and for their mutual consistency.

Because the competitive model was limited to demand discrimination—restricting women to traditional, socially accepted female occupations—the researcher concluded that within the assumptions of this model, differences in labor supply could affect the sex distribution of employment but not the level of wages.

A noncompetitive model, it was postulated, would permit analysis of both demand and supply discrimination. Thus, wage discrimination might be based on differences in labor supply—either contrived by the occupational discrimination of employers (monopsony) or male labor monopoly (male-dominated labor unions), or based on occupational differentiation.

The noncompetitive models were favored as more descriptive of the process of sex discrimination and as better predictors of its effects, but the latter conclusion is subject to empirical verification.
September 1972

NTIS PB213477/AS

5-393 Study on the Development of a Non-Standard Workday or Workweek for Women

BRYN MAWR COLLEGE
BRYN MAWR, PA.

Ruth W. Prywes

Grant 91-42-73-16
Project completed fiscal year 1974

Descriptors: WOMEN; PART-TIME EMPLOYMENT; WORK SCHEDULES; LABOR DEMAND; EMPLOYER ATTITUDES; FRINGE BENEFITS; LOW-LEVEL OCCUPATIONS; PENNSYLVANIA, PHILADELPHIA

This study was based on a November 1972 survey of employers' experiences and opinions concerning part-time employment of minimally skilled women in the Greater Philadelphia Standard Metropolitan Statistical Area. The data were secured chiefly by questionnaire, supplemented by interviewing and 1970 census data.

Part-time employment was found to be in widespread use in both private and public sectors in the SMSA. Of the nine private sector industry groups studied, trade and finance and insurance were most likely to hire part-time women workers; the textile and chemical groups were least likely, while other manufacturing, food processing, apparel, paper, and printing were midrange. In the public sector, health education and welfare agencies and institutions were more likely to hire part-time workers than government agencies. Businesses with fewer than 25 workers reported less part-time hiring experience than larger employers. The pattern of part-time employment was a combination of short days and a few days a week, on a steady basis. Employer motivation for part-time hiring was primarily related to meeting peak loads, a desire to utilize capital investment without incurring overtime costs, and expansion of hours of customer service. Obstacles posed by unions varied by industry.

A review of current unemployment compensation and pension regulations indicated that changes would be required to remove discrimination against the part-time worker.
March 1974

NTIS PB229614/AS

5-394 The Determinants of Earnings of Men and Women in the United States

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.
AND
WAYNE STATE UNIVERSITY
DETROIT, MICH.

Paula Rudis Snyder

Grant 91-26-73-19
Project completed fiscal year 1975

Descriptors: ON-THE-JOB TRAINING (OJT); MODELS; MALE/FEMALE; EARNINGS; LABOR FORCE PARTICIPATION; EDUCATIONAL ATTAINMENT; OCCUPATIONAL STRUCTURE

This research examined the educational and occupational determinants of earnings of men and women in the United States. The factors involved in the analysis were educational attainment, occupational status, and the extent of labor force participation. They were evaluated with respect to their contributions to the annual and hourly earnings of men and women. The data used in the analysis were taken from the 1967 Survey of Economic Opportunity.

The findings of this research indicated that women received larger occupational status returns for educational attainment than did men. The reason for this difference appeared to be the greater availability of on-the-job training for men. For men, educational attainment was the most important factor in determining earnings, while for women, the most salient factor was the extent of labor force participation. Occupational status was also found to be much more important in determining the earnings of men than those of women. The dissertation suggested that models of the socioeconomic life cycle suitable for men might not be useful for investigating women.
June 1974

NTIS PB236203/AS

5-395 An Analysis of the Determinants of the Labor Force Mobility of Females

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Pamela J. Heath

Grant 91-55-73-24
Project still in progress

Descriptors: ATTITUDES; ECONOMIC STATUS; NATIONAL LONGITUDINAL SURVEYS; SOCIODEMOGRAPHIC CHARACTERISTICS; FAMILIES; WOMEN; LABOR MOBILITY

This research is investigating the relative strengths of economic, demographic, and attitudinal influences on the labor market decisions of women. The investigator is analyzing variations in family financial position, family structure and composition, costs of child care, and the individual's education and training, health, race, and work attitudes.

The analysis uses data from the National Longitudinal Survey of women's labor force behavior.

5-396 Labor Force Turnover Among Adult Women

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Ellen Burton

Grant 91-25-74-21
Project still in progress

Descriptors: TURNOVER; JOB RETENTION; WOMEN

This study investigates patterns of determinants and implications for public policy of short-term labor turnover among adult women. Its objective is to develop understanding of the microeconomics of individual experience.

Data are being gathered from the 1955 publication, *Growth of American Families*, the Census 1/1000 sample, the 1966 and 1967 Surveys of Economic Opportunity, and Bureau of Labor Statistics publications.

5-397 Sexual Inequality of Earnings in Metropolitan Blue-Collar Labor Markets

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Robert C. Bibb

Grant 91-17-76-23
Project completed fiscal year 1977

Descriptors: WAGE DIFFERENTIALS; MALE/FEMALE; BLUE-COLLAR WORKERS

The purpose of this research was to identify determinants of sexual earnings differentials among urban blue-collar workers. The study was based on analyses of records from the census 1-in-100 Public Use Sample.

Economic and sociological theories of income determination were examined and found to be inadequate. Hence the study proposed a social-structural model that linked the economic stratification of enterprises, occupational power, and sex stratification. It estimated a recursive path model of blue-collar income determination that identified earnings as a function of sex, family status, human capital investment (education, training, and experience), industry sector and occupational affiliation, and hours and weeks worked.

Lower earnings of women were found not to be attributable to differences in human capital investment between sexes, but rather to the concentration of blue-collar women in unskilled, unorganized occupational groups in the secondary labor force. *1977*

NTIS PB274312/AS

5-398 Male-Female Dimensions of Occupational Prestige

CORNELL UNIVERSITY
ITHACA, N.Y.

Janice A. Olson

Grant 91-36-76-42
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL STATUS; HOUSEKEEPERS; QUESTIONNAIRE

This pilot study is examining the relationship between the relative prestige of a range of occupations and the sex of the occupational incumbent. The study is investigating the relative prestige of women engaged in the labor market compared with that of housewives who are not employed and exploring whether occupations themselves confer prestige on their incumbents in a sex-neutral way.

The research involves analysis of data derived from interviews with a small sample of the adult population in Syracuse, N. Y. The prestige or standing of incumbents in some 100 occupations is being explored. Variation in the characteristics of the respondents is also being reviewed for comparison with the prestige ratings.

5-399 Women and Men in Nontraditional Clerical and Craft Occupations

YALE UNIVERSITY
NEW HAVEN, CONN.

Carol T. Schreiber

Grant 91-09-76-44
Project still in progress

Descriptors: MALE/FEMALE; OCCUPATIONAL CHOICE; CAREER GOALS; CLERICAL OCCUPATIONS; CRAFT WORKERS; PUBLIC UTILITIES

This research effort focuses on men and women who have chosen to enter nontraditional clerical and craft occupations below the managerial level. Their demographic and individual differences are analyzed to develop information on who enters these nontraditional fields and on what job-related pressures and problems may arise from their situation. In addition, the occupational and organizational aspirations of nontraditional job incumbents are described in relation to their social background and current life cycle stage. Work-family-career interests and concerns and conflicts of male and female workers are also compared. The study seeks to add a measure of clarity to current thinking about sex-role stereotyping and its influence on attitudes and behavior for individuals, groups, and organizations.

Interviews are being conducted with a sample of employees of a large public utility that has recently introduced changes in traditionally sex-typed departments. Additional data is being derived from company personnel records and interviews with supervisors. Correlational analysis is used to determine relationships of the findings.

5-400 Occupational Segregation by Sex: An Analysis of the Determinants of Occupational Sex Composition of Female Workers

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Jennifer H. Madans

Grant 91-26-77-04
Project completed fiscal year 1978

Descriptors: WOMEN; OCCUPATIONAL STRUCTURE; DUAL LABOR MARKETS; SEX DIFFERENCES; NATIONAL LONGITUDINAL SURVEYS

This research focused on occupational segregation by sex and on the position of female workers in the labor market. It

attempted to identify factors associated with women's working in male- or female-dominated occupations. Variables included in the analysis were derived from women's premarital family and educational backgrounds; their marital, family, and work histories; and measurements of their attitudes toward work and women's roles.

Data for the study were drawn from three cohorts in the National Longitudinal Surveys and from the 1974 Detroit Area Study. Multiple regression analyses were employed to isolate variables associated with women's occupational characteristics.

Significant findings suggested that, for high-status white women, atypical occupations were associated with early (teenage) commitment and active preparation for this employment. The pattern for low-status nonwhite women was related to employment as farm laborers, and no evidence of early commitment or preparation was found.
1978

NTIS PB283206/AS

5-401 The Effects of Labor Market Mobility on Earnings Progression for Women

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Cynthia Rence

Grant 91-06-77-10
Project still in progress

Descriptors: INTERFIRM MOBILITY; LABOR FORCE BEHAVIOR; TURNOVER; EARNINGS; WOMEN; NATIONAL LONGITUDINAL SURVEYS

This research is investigating women's mobility within the labor market and movements in and out of the labor force. In doing so, it distinguishes among voluntary and involuntary job quits, and other types of job loss. Earnings changes are being compared for women making different types of job changes, those who do not change jobs, and those reentering the labor force after a period of withdrawal. The effects of education and experience on earnings of job changers and labor force reentrants are also being examined. The research is based on multiple regression analyses of the mature women's cohort of the National Longitudinal Surveys.

5-402 School, Family, and Work Experience of Young Women

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Nancy A. Garvey

Grant 91-36-77-22
Project still in progress

Descriptors: EARNINGS; WOMEN; NATIONAL LONGITUDINAL SURVEYS; CAREER CHOICE; MALE/FEMALE; OCCUPATIONAL STRUCTURE; AGE DIFFERENCES

This study is exploring the factors that determine the starting wages and wage growth of young women. Beginning with an analysis of the early wage experience of a sample of young women (aged 14 to 24, as of Jan. 1, 1968), the investigator will determine whether there are any differences between them and a similar group of young men in the levels of their starting wages and in the rates of growth of their earnings. If differences are uncovered, the reasons for them will be explored, with particular attention to the possible effects of discrimination and variations in the acquisitions of skills by members of the two groups. A further comparison of the earnings experience of the sample of young women with the experience of women at a later stage of the life cycle is expected to provide some information on whether there has been any change in skills levels acquired or the kinds of careers chosen.

Data for the study will be derived from the National Longitudinal Surveys of young women (1968-72), young men (1966-71), and older women (1967-69, 1971). Other variables to be considered are field of study in school, general health, marital status, number of children, and expected length of time in the labor force.

Findings from the study are expected to assist young women in making intelligent career choices and will be of value to vocational guidance counselors, as well as educators and government administrators.

5-403 The Effect of Changes in Women's Labor Force Participation Rates on the Distribution of Family Incomes Between Blacks and Whites

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Linda P. Datcher

Grant 91-25-77-30
Project still in progress

Descriptors: BLACK/WHITE; WOMEN; FAMILIES; INCOME; NATIONAL LONGITUDINAL SURVEYS; LABOR FORCE PARTICIPATION

This study will explore the potential tradeoffs in the economic gains made by women and minorities. To do so, it will consider how changes in women's labor force participation rates affect the distribution of family incomes between blacks and whites. Several hypotheses dealing with the relative gains of white and black women will be tested to evaluate the human capital for each group and determine the level of discrimination each encounters. The data will be drawn from the 1967 and 1971 National Longitudinal Surveys of women 30 to 44 years old at the beginning of the survey.

5-404 The Occupational Success of Young Women

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Daniel W. Boothby

Grant 91-06-77-32
Project still in progress

Descriptors: YOUNG WOMEN; SEX DISCRIMINATION; NATIONAL LONGITUDINAL SURVEYS; OCCUPATIONAL STRUCTURE

This study will concentrate on identifying sex discrimination in employment. To do so, the researcher will analyze the occupational distribution of women, attempt to explain differences from the distribution of men, and consider the characteristics of women who attain occupational success. The data will be drawn from the National Longitudinal Survey (NLS) of young men and women 14 to 24 years old at the beginning of the survey.

Two alternative hypotheses—the supply-oriented hypothesis of Mincer, Polachek, and Zellner and the occupational discrimination models of Bergmann and others—will be empirically tested through the NLS data. The role of socialization will be examined with the aid of variables describing education, job tenure and changes, and continuity of labor force participation. In addition, to explore further the role of socialization, the researcher will construct a brother-sister data set from the data base.

5-405 Occupational Differentiation by Sex: An International Comparison

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Katharine A. Gaskin

Grant 91-26-78-26
Project still in progress

Descriptors: OCCUPATIONAL STRUCTURE; OCCUPATIONAL CLASSIFICATION; WOMEN

The primary aim of this research is to measure and compare detailed occupational differences by sex between the United States and other advanced industrial countries. Two conceptual headings—segregation and sextyping—will be examined. Segregation refers to the degree of similarity or dissimilarity of female and male distributions over the entire occupational structure. Sextyping refers to the idea that occupations develop dominant sex labels.

An extensive descriptive analysis will be performed. Matching of detailed occupational classifications from 1960 census data will be carried out for four to six advanced industrial nations, chiefly in Western and Northern Europe and North America.

It is expected this exploratory study will provide further insight into the problem of sex segregation as it affects income inequality.

5-406 WOMEN STOCKBROKERS: PERFORMANCE AND INTEGRATION IN THE NEW YORK FINANCIAL COMMUNITY

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Carol A. Finkelstein

Grant 91-36-78-03
Project still in progress

Descriptors: MALE/FEMALE; CAREER GOALS; OCCUPATIONAL INFORMATION; HIGH-LEVEL JOBS; FINANCE INDUSTRIES; NEW YORK, NEW YORK

The study will examine similarities and differences between female stockbrokers and their male counterparts with respect to career paths, job performance, and work satisfaction, ways in which they define their occupation, networks in which they participate, and their personal and family adjustments.

The analysis will utilize the intensive focused interview on a sample of female stockbrokers using a "snowball" technique because of the impossibility of obtaining a statistically random sample. A matched sample of male stockbrokers will be used as a comparison group.

Findings are expected to be useful to women currently entering this particular job market, in the management of brokerage houses, particularly in the design of their training policies, and to elicit answers to the more generic problem that involves outgroups gaining access to positions traditionally closed to them.

5-407 DETERMINANTS OF THE OCCUPATIONAL EMPLOYMENT OF BLACK AND WHITE MALE TEENAGERS

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Gelvin L. Stevenson

Grant 91-27-70-21
Project completed fiscal year 1973

Descriptors: OCCUPATIONAL STRUCTURE; METROPOLITAN AREAS; BLACK/WHITE; MODELS; TEENAGERS; MEN

This study developed a model of the determinants of the share of employment, both total and in various occupations, held by black and white males aged 18 to 19. It proposed a theory of heterogeneous labor inputs which distinguished between objective factors—the level of excellence at which a worker performs, for example—and subjective factors, such as the attitudes of his employer, fellow workers, and the firm's customers towards him. The theory provided a framework for the cyclical and secular forms of the queue theory of labor markets and for an examination of the competition between labor market groups and of the flows between the labor forces of different occupations.

Data from the 1960 census for 65 standard metropolitan statistical areas were used to calculate the black and white employment shares.

The study found that: (1) Increased schooling did not alleviate the employment difficulties of black youth; (2) structural factors, as measured by favorable occupational demand for specific groups in an area, had strong impacts on the occupational structure of youth employment; (3) housing segregation and fair employment legislation had little effect on the employment situation of youth; (4) black and white youth competed effectively for jobs in certain occupations, i.e., service and laborers, but not in others.

May 1973

NTIS PB220862/AS

5-408 HARDCORE YOUTH UNEMPLOYMENT

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Robert C. Forthman

Grant 91-05-70-22
Project completed fiscal year 1971

Descriptors: HARDCORE; YOUTH; CULTURE OF POVERTY; WORKER TRAITS; EMPLOYABILITY DEVELOPMENT; CALIFORNIA, SAN PABLO

In this study, the researcher—a social worker by profession—sought to analyze the "culture" of a group of about 100 "hardcore" youth in a poverty area in San Pablo, Calif., principally by observing their behavior and tape-recording their conversation in 62 weekly discussion meetings (which they were paid to attend). He also gave them a variety of individual services, in the hope that these services, coupled with the peer-group discussions, would help some of them into jobs and better work adjustment.

About one-fourth were considered to have extreme problems concerning employment; about one-third were classified as having good potential for regular employment; and the in-between group were judged able to secure jobs fairly easily but to have difficulty in holding jobs.

The "culture" of these young people, the researcher found, was described principally by their attitudes toward cars, intoxication (from drugs or alcohol), getting into trouble, their own childhood, proving masculinity, meeting and loving girls, and marriage and fatherhood. School and work were classified as "minor aspects" of the perspectives of hardcore youth.

The researcher characterized his expectations that social work services would improve the young men's employability as "incredibly optimistic and naive."

1972

NTIS PB194738/AS

5-409 THE ACHIEVEMENT PROCESS: A PATH ANALYTIC LONGITUDINAL STUDY OF EDUCATIONAL AND OCCUPATIONAL MOBILITY

SYRACUSE UNIVERSITY
UTICA, N.Y.

James P. O'Hair

Grant 91-36-71-52
Project completed fiscal year 1975

Descriptors: OCCUPATIONAL MOBILITY; TRANSITION FROM SCHOOL TO WORK; YOUTH; EDUCATION; PROJECT TALENT

This study examined the multifaceted mobility processes through which one passes on the way toward attainment of educational and occupational status. The technique of path analysis was used as a methodological tool to link theoretical assumptions about educational and occupational mobility to a body of longitudinal data on American secondary students, which was gathered by Project TALENT between 1960 and 1965. Thirty-three variables were theoretically linked to the achievement process and then empirically tested through the technique of causal model building. Included in the analysis were variables related to both structural and social psychological antecedents of youthful achievement. The underlying assumption was that the positions to which an individual moves within and between occupational structures largely determine his social status.

The study found that, when observed longitudinally, class variables identified by social background factors differentially affected education and occupation. Other findings were that youth who remained single for 5 years after high school acquired more education and higher status labor force entry positions than did youth who married during this period and that IQ had a substantial effect on educational—but not occupational—variables. The study also found that youth were more likely to continue their education beyond high school if they did so immediately than if they deferred their education to assume an occupational or other role.

In addition, it found that attainments subsequent to high school appeared to play a greater role in determining career entry than did high school-related accomplishments. Apparently, initial motivational conditions led to shortrun achievements. Subsequent motivation to achieve depended on a continuation of "attaining behaviors" rather than on initial desires.
August 1974

NTIS PB296421/AS
Available from Microfilms International, 300 North Zeeb Rd., Ann Arbor, mich. 48106.

5-410 ECONOMICS OF JOB SEARCH: A BIRACIAL ANALYSIS OF JOB SEARCH BEHAVIOR IN URBAN MALE YOUTH, AGED 18-21

INDIANA UNIVERSITY
BLOOMINGTON, IND.

Stanley P. Stephenson, Jr.

Grant 91-18-72-02
Project completed fiscal year 1973

Descriptors: JOB SEARCH; URBAN AREAS; ECONOMIC ANALYSIS AND ECONOMETRICS; JOB SEARCH; BLACK/WHITE; YOUNG MEN

This study developed a model to test the hypothesis that a lack of job search information increases youth unemployment, especially for blacks, and contributes to black/white differences in earnings, unemployment, and mobility. Simultaneous equations were used to examine the determinants of the cost of search, the supply wage rate, the length of search, and expected duration of work on the next job. The explanatory variables were: Economic variables, such as current weekly income, real and financial assets, other family income, and the hourly pay rate and weeks worked on the last job; attitudinal indexes of interview anxiety, achievement values, and financial risk; behavioral variables unique to job search, such as the average number of personal contacts per week and the method or search technique used; and demographic data like age and education.

To test the model, data were collected from 141 white and 139 black urban unemployed men, aged 18 to 21, who visited offices of the Indiana Employment Security Division in Indianapolis during November 1971.

Results showed that black youth had lower average weekly search costs—principally because there were fewer automobile owners among them—but that their total search costs were higher because their search periods were longer. Weekly search costs for both groups rose with duration of unemployment. Further results supported earlier findings that the supply wage declines as search length increases, although there was evidence that nonwage adjustments, such as lowering expectations as to the time on the next job, also occur. The model explained only a small part of the variation in search costs, and there were few black/white differences.
February 1973

NTIS PB216163/AS

5-411 ROLE MODELS AND OCCUPATIONAL KNOWLEDGE: A STUDY IN ADOLESCENT SOCIALIZATION

TULANE UNIVERSITY
NEW ORLEANS, LA.

Shirley B. Laska

Grant 91-22-72-04
Project completed fiscal year 1973

Descriptors: ROLE MODELS; OCCUPATIONAL INFORMATION; VOCATIONAL GUIDANCE; YOUTH; CAREER GOALS; SOCIAL RELATIONSHIPS

This study explored the maturation process of the adolescent to determine how specific factors of the social structure contribute to the knowledge he needs to attain an occupation. The research model assumed that the adolescent aspires to rise above his present socioeconomic status, thus decreasing the social distance between him and his models and/or informers. It related this distance to the frequency of contact with the model and hence to the adolescent's level of information.

A sample of 468 seniors, representing five racial and socioeconomic types found in the New Orleans public schools, were administered a questionnaire about background and attitudes pertaining to their occupational socialization. Approximately half this sample answered all the seven questions asked (race, occupation of father or mother, aspired occupation, description of role model, frequency of contact with model, information learned from model, and school attended), and their responses were used to test the model.

The findings only partially verified the relationships outlined in the model. The frequency with which an adolescent talked to his model about his work did not determine the quality of occupational information received. Examination of the influence of additional variables indicated that a better level of knowledge depended upon both the number of occupational education experiences and the number of jobs the adolescent had had.
March 1973

NTIS PB218932/AS

5-412 THE PROBLEM OF TEENAGE UNEMPLOYMENT

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Alan A. Fisher

Grant 91-06-72-21
Project completed fiscal year 1974

Descriptors: MINIMUM WAGE LAWS; TEENAGERS; UNEMPLOYMENT; BLACK/WHITE

The study examined the increase in teenage unemployment within a historical, theoretical, and empirical context.

The research indicated that the increase in teenage unemployment rates began prior to 1962. Contrary to current belief, it found no evidence of an increase in unemployment for white males age 18-19.

Involuntary-unemployment explanations, i.e., rapid mechanization of agriculture, minimum wage, and the "baby-boom", were more important than voluntary unemployment explana-

tions, i.e., high job turnover, in shedding light on the increase in teenage unemployment.

The author concluded that a reduction in the minimum wage of 15-20 percent might decrease the unemployment rate for teenagers by approximately 2 percent. However, even elimination of the minimum wage would not solve the unemployment problem for nonwhite teenagers, in his opinion.

September 1973

NTIS PB223914/AS

5-413 Early Career Alienation and Socioeconomic Attainments of a Rural Population

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Luther B. Otto

Grant 91-55-72-49
Project completed fiscal year 1974

Descriptors: YOUNG MEN; JOB SATISFACTION; OCCUPATIONAL MOBILITY; ALIENATION; STATUS; CAREER PATTERNS; RURAL AREAS

The principal objective of this study was to estimate the antecedents of alienation for a male age cohort currently in the early career stage of its life cycle. The theoretical model sequentially attributed effects to status of origin, adolescent personality characteristics, and current socioeconomic status.

The data were from a study of 17-year old male respondents who were enrolled in high schools in a rural Michigan county in 1957 and participated in a 1972 followup study. Of an original 442 participants, about 71 percent were successfully located and participated in the second study. Data analysis was by multiple regression and path analysis.

The general conclusion was that the operational definition of alienation—and many measures were available from the study—was of critical importance in interpreting the findings inasmuch as specific forms of alienation manifested unique patterns of antecedents and consequences. Specific indicators of adolescent social integration positively affected early career attainments. It was proposed that adolescent social integration provides either the setting for learning high attainment aspirations or a context for learning interpersonal skills that benefit later attainments.

November 1973

NTIS PB224956/AS

5-414 The Company Youth Keep: An Empirical Analysis Of Job Finding Among Young Men 14 to 24

BRYN MAWR COLLEGE
BRYN MAWR, PA.

David N. Saunders

Grant 91-42-73-21
Project completed fiscal year 1975

Descriptors: JOB SEARCH; LITERATURE REVIEW; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; TRANSITION FROM SCHOOL TO WORK

This study examined the personal, social, and economic correlates of job finding of young men. The data base was the National Longitudinal Surveys from 1966 to 1969.

Younger, less educated youth relied more heavily on informal channels. Increasing age and education led to a slight shift from informal to formal channels, although informal ones still dominated. As white youth matured, they relied less on friends, relatives, and school and more on formal methods, except schools. For both races increased education led to a rise in the use of formal techniques, particularly schools. While blacks relied more heavily on friends and relatives than did whites, race was less important than social class, with higher social class youth showing a greater use of formal channels. Youth using formal channels tended to locate white-collar jobs, particularly professional and clerical; those relying on informal channels had a greater chance of locating blue-collar jobs. Whites found the highest "quality" jobs through private agencies, newspapers, and the "other" channel. Among both races, contacts through friends and relatives generally led to lower quality jobs. An extensive review of the literature on job finding was included in this report.

December 1974

NTIS PB287500/AS

5-415 Empirical Tests of Dual Labor Market Theory and Hedonic Measures of Occupational Attainment

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Marc P. Freiman

Grant 91-55-74-19
Project completed fiscal year 1977

Descriptors: JOB SATISFACTION; LABOR MOBILITY; SOCIOECONOMIC STATUS; UPGRADING; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN

The dual labor market theory was investigated by examining occupational mobility patterns and their determinants for whites, nonwhites, and nonwhites with less than 12 years of education. The theory stated that employment in the secondary market was characterized by low wages and fringe benefits, little on-the-job training, capricious supervision, heavy turnover, and unattractive working conditions.

The primary focus was on the effect of initial job quality on subsequent mobility. The distribution of jobs by quality for various demographic groups was also explored.

The primary data source was the National Longitudinal Survey of young men, 14 to 24, along with data from the *Dictionary of Occupational Titles.*

The analysis of the effect of initial job quality on subsequent mobility did not reveal restricted upward mobility for disadvantaged youth.

December 1976

NTIS PB263252/AS

5-416 Jobs and Workers: A Labor Market Segmentation Perspective on the Work Experience of Young Men

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Robert K. Buchele

Grant 91-25-75-15
Project completed fiscal year 1977

Descriptors: CAREER PATTERNS; DUAL LABOR MARKETS; LABOR FORCE BEHAVIOR; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS; WORK ATTITUDES

Within a labor market fragmentation framework, which focused primarily on the importance of job characteristics in determining outcomes for workers, this study sought the answers to three questions: (1) How did the complexity and autonomy of the job content in the occupation and the permissiveness of the economic environment in the industry contribute to explaining different outcomes for workers, with outcomes defined to include unemployment, labor force participation, job tenure, turnover, job satisfaction, orientation toward the job, and income? (2) How did these characteristics of jobs interact with workers' personal characteristics in generating

the outcomes? (3) How did specific personal characteristics influence the probability of a worker's being located in a particular occupational class defined by the complexity and autonomy of job content?

Data were drawn from the National Longitudinal Survey of young men for 1969. The occupations reported by the men were classified into census industry and occupation categories, and the categories were ranked according to characteristics of the industry and occupation.

The analysis consistently showed better outcomes for workers in occupations of higher complexity and autonomy and in core vs. peripheral industries. On this count, the results were least decisive with respect to income. Within occupational classes, human capital variables did not strongly influence outcomes. In most occupational classes, the most influential characteristics were race, marital status, and schooling, for which the interpretation was ambiguous. Race and years of schooling had the greatest influence on chances of occupational success.

Overall, the implication was that even workers deficient in human capital would succeed in good jobs. Hence, the way to improve outcomes was to change the labor market institutions which defined job content and the circumstances of employment in different classes of jobs.

May 1976

NTIS PB273809/AS

5-417 Relationship Between the Structure of the Labor Market and Demand for Education by Young Black and White Males

UNIVERSITY OF MASSACHUSETTS
AMHERST, MASS.

Hircya Bamba

Grant 91-25-75-39
Project completed fiscal year 1977

Descriptors: EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT; BLACK/WHITE; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; MENTAL ABILITY

This research explored the difference in educational attainment of young black and white men and measured the return from the education each group received. Hypotheses tested were that young blacks receive a negative return from 1 to 3 years of college education; that they are discouraged because of the negative return; and that young blacks must reach a threshold level of family income to overcome the negative return.

Two groups of regression equations, which contained series of dichotomous variables for IQ and family income, were run, using data obtained from the National Longitudinal Survey of young men aged 14 to 24 at the beginning of the survey in 1966.

The major implications of the study were: (1) The meritocratic principle of free socioeconomic mobility via education did not work for young blacks; (2) the adverse occupational distribution of black men was maintained from the supply as well as the demand side; and (3) the socioeconomic class separations between blacks and whites and between those blacks who have "made it" and those who have not was reinforced by the negative return.

May 1977

NTIS PB276279/AS

5-418 The Labor Market for Young Men

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Paul Osterman

Grant 91-25-75-42
Project completed fiscal year 1977

Descriptors: UNEMPLOYMENT; NATIONAL LONGITUDINAL SURVEYS; YOUNG MEN; LABOR MARKET BEHAVIOR; TRANSITION FROM SCHOOL TO WORK; MASSACHUSETTS, BOSTON

This research examined the labor market experience of young men who did not attend college. The study focused on the process of adjustment to work in the years immediately following high school. It also examined the structure of labor demand facing young men.

The researcher used econometric techniques to analyze data from interviews with employed and unemployed youth, employers, and local employment and training officials in the Boston area. Data from the National Longitudinal Survey for young men aged 14 to 24 in 1966 were also utilized.

The findings indicated that a young man typically went through three stages in adjusting to the labor market. In the first stage, moratorium, the youth's primary concern was to earn money, with less emphasis on the type of work. This period was characterized by high unemployment rates and weak labor force attachment. Exploration, the second stage, involved concern about the type of work and was characterized by job changes, often across industry and occupational lines. The final stage, settling down, occurred in the middle twenties and was characterized by steady employment. The major factors leading to these stages were considered to be aging and maturation, which strongly affected labor market behavior.

The study examined the labor market experience of black youth and concluded that although wage discrimination had diminished considerably, discrimination in job access remained a serious problem.

October 1976

NTIS PB274305/AS

5-419 Determinants of the Incidence and Duration of Frictional Unemployment

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

George E. Cave

Grant 91-17-78-17
Project still in progress

Descriptors: DURATION OF UNEMPLOYMENT; FRICTIONAL UNEMPLOYMENT; YOUNG MEN; NATIONAL LONGITUDINAL SURVEYS

The main object of this study is to determine whether people who have experienced unemployment are likely to be unemployed in the future and why.

The researcher will use two types of statistical models, drawing from annual panel data developed by Prof. Herbert Parnes, Ohio State University, on young men between the ages of 14 and 24. The data are particularly useful for studies of labor market behavior starting with a person's initial labor force entry and continuing through changes in experience, marital status, and family size.

Answers to the following questions being considered by the study should have immediate and significant policy implications:

(1) How do policies to reduce the incidence of unemployment differ from those to reduce the duration of unemployment for various demographic groups, and what is the potential impact of each kind of policy on the aggregate BLS unemployment rate?

(2) How much impact do experience and education have on an individual's probability of being employed?

(3) Can public service jobs for youth be expected to have much permanent effect on the recipient's future labor market behavior or is any effect on unemployment purely temporary?

5-420 The Socioeconomic Achievement of White Married Males in the United States: 1957-1967

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

David Lee Featherman

Grant 91-24-69-13
Project completed fiscal year 1970

Descriptors: SOCIAL MOBILITY; OCCUPATIONAL MOBILITY; FATHERS; METROPOLITAN AREAS; EDUCATION; INCOME; MOTIVATION

This study of occupational and social mobility investigated the social and psychological factors that enter into the process by which men achieve their occupational and economic status. Data for the study were drawn from a Princeton University study of fertility spanning a 7- to 10-year period beginning in 1957. They related to 715 white married men who, in 1957, were the fathers of two children, had an average age of 29, and lived in seven of the largest metropolitan areas.

In general, the men experienced upward occupational mobility in their own careers, and in comparison with their fathers' occupations. The sons of craftsmen and salesmen were early and extensive participants in this upward trend. In both inter- and intragenerational mobility, clerical occupations were an important "staging area" for the flow between white- and blue-collar occupations.

Like other studies, this study found that social origins (measured by fathers' occupation, farm or rural influences, and number of siblings) affected a man's occupational career primarily through the amount of education his family could provide. Education had its greatest influence on occupational achievement early in the career, while its greatest influence on income came near the end of the followup period.

Unlike other studies, however, this study found that the father's occupation had a direct impact on the son's occupational status in the middle years of his career. This effect could not be explained by the degree of occupational inheritance (where the son follows his father's occupation) nor by two measures of motivation (primary work orientation and materialistic orientation).

Education, rather than motivation, was the key explanation for differences in socioeconomic achievement for various ethnic and religious groups. Therefore, the researcher suggested, any conclusions that motivation is the key to differential social mobility for white American men must await further research.

1972

NTIS PB185985/AS

5-421 The Influence of Social Support and Related Variables in Ameliorating the Consequences of Job Loss

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Susan Gore

Grant 91-26-72-22
Project completed fiscal year 1974

Descriptors: JOB LOSS; UNEMPLOYED; PLANT SHUTDOWN; HEALTH; ATTITUDES; SOCIAL RELATIONSHIPS; ADJUSTMENT

This report described the extent to which supportive social relationships can protect the individual from the stress of job termination.

A group of stably employed married men lost their jobs owing to permanent plant shutdown and were followed through 2 years of the job change experience. (See grant 91-26-72-23.) At each phase in the study, blood and urine samples and diverse psychological and health data were collected. The moderator variable, social support, was measured by a 13-item interview index covering the extent of affiliative interaction and perceived support from wives, friends, and relatives.

The study concluded that those with strong supportive social relationships could tolerate much more social stress than those who lacked such support. Those who lack social assets adapted to stress only at great cost to their physical and mental health. Those who were both unsupported and unemployed for a number of weeks showed significantly higher change in each of the following variables: relative economic deprivation, number of health symptoms and days of illness, cholestorol levels, negative attitudes toward their unions, depression and self-blame, and incidence of peptic ulcer and ulcer activity.

June 1973

NTIS PB222778/AS

5-422 The Formation of Multiracial Work Forces in the Coal Industry, 1880-1930: A Comparative Sociohistorical Analysis

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Stephen Brier

Grant 91-06-73-34
Project still in progress

Descriptors: MINING; MIGRATION; GEOGRAPHIC MOBILITY; OCCUPATIONAL MOBILITY; MINORITIES

This study attempts to develop an historical perspective on questions of work force formation, labor migration, and cultural and occupational adjustment of ethnic and racial minority workers through an analysis of the influx of these workers into the coal mining industry during the late 19th and early 20th centuries. It concentrates on the experiences of southeast European mineworkers in Pennsylvania's northern anthracite field around the Scranton and Wilkes-Barre area and of black mine workers in the southern West Virginia smokeless coal field.

The study combines a traditional historical approach to data and research material with statistical and quantitative analysis. This approach uses both qualitative materials (such as labor newspapers, written and oral reminiscences, manuscript and archival holdings, and church records) and hard data from government studies, coal company records, and census materials.

5-423 The Determinants of Educational Attainment and Adult Status Among Brothers: The Kalamazoo Study

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Michael R. Olneck

Grant 91-25-74-43
Project completed fiscal year 1976

Descriptors: EDUCATIONAL EFFECT ON CAREER PATTERNS; MEN; MENTAL ABILITY; INCOME; LONGITUDINAL SURVEYS; TESTING; FAMILIES; ATTAINMENT; STATUS; MICHIGAN, KALAMAZOO

This study used data for 346 pairs of brothers, drawn from 1973-74 interviews of a sample of men who were in the sixth grade in the Kalamazoo, Mich., public schools during the years 1928 to 1950. The data pertained to tested cognitive ability, family background, educational attainment, occupational status, and income.

Applying path analytic techniques, the study assessed the impact of measured and unmeasured aspects of family background on test scores, educational achievement, occupational status, and earnings. Applying regression techniques, it estimated the effects of test scores on educational attainment and the effects of test scores and education on occupational status and earnings among individuals and among brothers.

The results of the study suggested the following conclusions: (1) Ordinary socioeconomic variables were imperfect measures of family background. Brothers resembled each other to a larger extent than predicted by the effects of the father's education and occupation, number of siblings and other background measures. (2) Family background was not a major source of economic inequality. Brothers often ended up in very different kinds of jobs and had very different incomes. The average difference between the earnings of two brothers was 87 percent of that between the earnings of two random individuals. (3) The effects of cognitive ability on educational attainment were significantly attenuated within families. Individuals with high test scores got more schooling in large measure because they came from families that somehow raised attainment independent of test scores. (4) Education strongly affected early occupational status. The effects of education on an early occupation were not sensitive to controls for test scores or family background. (5) Better schooled men enjoyed a modest advantage on current occupation even when they came from the same family, had equal test scores, and held similar jobs in their early careers. (6) Measured ability exercised a small, but significant, effect on current occupational status even among men from the same family who had the same amount of education and who had similar early occupations. (7) The apparent effects of education on income were due in large measure to the higher cognitive ability and more favorable home backgrounds of men with more schooling. The upward bias in the observed income-schooling relationship was about 50 percent. (8) Test score differences among brothers with equal amounts of schooling and similar occupations were significantly related to earnings differences. Differences in educational attainment among brothers with equal test scores and similar occupations were not significantly related to earnings differences.

The implications of the findings for educational programs for poor children were discussed.
July 1976

NTIS PB267095/AS

5-424 Market Differentials and Labor Force Behavior

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Wesley S. Mellow

Grant 91-29-74-46
Project completed fiscal year 1976

Descriptors: TURNOVER; WAGES; DURATION OF UNEMPLOYMENT; MEN; NATIONAL LONGITUDINAL SURVEYS

This study investigated labor market dynamics by analyzing the effect of the market differential, or the deviation of a man's actual wage from his human capital or potential wage. Using the National Longitudinal Survey for mature men as a data base, the market differential concept was operationalized and regression models of its impact on quits, search unemployment, and wage change were estimated.

In each instance, results were consistent with predictions of the competitive theory. Workers receiving less than their potential were motivated to corrective action; they quit their current jobs. The market differential had a direct impact on search unemployment. Market wage offers were consistent with the potential wage while initial wage demands were determined by the prior wage. Finally, the change in the worker's real wage rate was inversely related to the worker's market differential. There was dynamic liquidation of existing market differentials.
August 1975

NTIS PB263582/AS

5-425 Work in the Irregular Economy: A Study of Swapping

UNIVERSITY OF CALIFORNIA
RIVERSIDE, CALIF.

Gary D. Stohler

Grant 91-05-75-12
Project completed fiscal year 1977

Descriptors: HUMAN CAPITAL; EMPLOYMENT; WORK ATTITUDES; QUESTIONNAIRE; CALIFORNIA

This study explored the role of swapping in the irregular economy. The irregular economy, consisting of activities where control of government and private employers is fragmented and limited, was studied in terms of the larger, more structured economy. Swapping, informal trade involving buying, selling, and exchanging of goods, was analyzed for its social and structural organization.

The methodology involved interviews with 29 participants in the different aspects of swapping. Questionnaire information was collected from 112 sellers at three swap meets in California.

The main features of the swapping situation were autonomy, bargaining, gaming action, "deviance," and an informal organization. Swapping, generically, appeared to be work in a subjective sense– a combination of regular participation, patterned as a round, giving necessary income. Social background characteristics were not important factors in explaining work participation. Involvement was a social process whereby participants were drawn into the gaming action of the situation.
1976

NTIS PB264782/AS

5-426 The Contribution of Social Resources to the Individual's Participation in the Labor Market

THE STATE UNIVERSITY OF NEW YORK
ALBANY, N.Y.

John C. Vaughn

Grant 91-36-75-14
Project completed fiscal year 1977

Descriptors: MEN; OCCUPATIONAL STATUS; SOCIAL RELATIONSHIPS; OCCUPATIONAL MOBILITY; NEW YORK, ALBANY, SCHENECTADY, TROY (SMSA)

The process of stratification was explored by expanding the Blau and Duncan model to incorporate the contribution of an individual's interpersonal network to occupational achievement. The utilization and impact of informal social contacts were investigated for their effect on the transition from social beginnings to subsequent occupational statuses.

A survey of 399 men, 20 to 64 years old and residing in the Albany-Schenectady-Troy Standard Metropolitan Statistical Area, provided the data base for the path analysis performed.

The results indicated that social resources made significant contributions to the process of status attainment. The use of personal contacts provided a social mechanism by which some were able to achieve an occupational status higher than their origins and greater than expected on the basis of their educational attainment, and others were relegated to positions below their origins and less than expected on the basis of their education.
1977

NTIS PB273889/AS

5-427 A Microeconomic Model of Wage Determination: Econometric Estimation and Application

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Halbert White, Jr.

Grant 91-25-75-29
Project completed fiscal year 1977

Descriptors: EDUCATIONAL ATTAINMENT; MODELS; WAGES; MEN; SOCIOECONOMIC STATUS; MICROLEVEL ANALYSIS

This study attempted to discriminate empirically among several competing theories of wage determination—human capital theory, signaling theory, and Thurow's job competition model. (See grant 21-25-73-36.) In addition, it assessed the effects of socioeconomic background and mental ability on the wage profile of an individual.

The method used to discriminate among the alternative theories was to obtain differing implications of these theories for a microeconomic wage equation and test the implications statistically, using a large sample of data for white men in the Current Population Survey of 1973. Inferences about the effects of socioeconomic background on the wage profile of an individual were made on the basis of data for a somewhat smaller sample of white men in the Panel Study of Income Dynamics, conducted by the Institute for Survey Research at the University of Michigan.

The empirical evidence favored the human capital model over the other theories. A clear implication of the findings was that the absolute level of schooling attained, rather than schooling attainment relative to one's peers, was important in determining wages. Difference in socioeconomic background was found to cause a 10-percent difference in wages for individuals of average intelligence who self-rated their background as either poor or well off. This difference did not significantly widen or narrow over their working lives.
June 1976

NTIS PB274311/AS

5-428 Early Retirement and the Labor Market Dynamics of Older Workers

YALE UNIVERSITY
NEW HAVEN, CONN.

Thomas Alton Gustafson

Grant 91-09-75-35
Project still in progress

Descriptors: ECONOMIC ANALYSIS AND ECONOMETRICS; MEN; NATIONAL LONGITUDINAL SURVEYS; OLDER WORKERS; PENSIONS; RETIREMENT

This research studies the labor market for older workers with particular emphasis on those who have opted for early retirement. A comprehensive look into the pros and cons of retirement, whether early or not, should lead to information on pensions, unemployment compensation, social security, and other retirement-related areas.

Data yet to be analyzed are from the National Longitudinal Surveys conducted between 1966 and 1971, for men between the ages of 45 and 59.

5-429 Social Background, Schooling, and Labor Market Experiences: The Reproduction of Socioeconomic Inequality from Generation to Generation

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Larry J. Griffin

Grant 91-24-76-10
Project completed fiscal year 1977

Descriptors: HUMAN CAPITAL; ATTAINMENT; MEN; SOCIAL STRUCTURE; EARNINGS; OCCUPATIONAL STATUS

This research explored the economic, social, and psychological attainments of human capital and measured the subsequent labor market returns. Analysis of background, schooling, and labor force participation determined socioeconomic achievement.

A longitudinal survey of 949 white men, who were first surveyed in 1955 as high school sophmores and followed up in 1970, provided the data base for a series of life-cycle models.

It was found that only educational attainment substantially affected occupational achievement, but that social background (i.e., parental income and religious background), years of schooling completed, and several post-school human capital investments positively affected annual earnings. Among the more important labor market experiences were current job experience, labor supply, and on-the-job training.
1976

NTIS PB263159/AS

5-430 The Level and Distribution of Earnings Across U.S. Labor Markets: A Microeconomic Approach

THE UNIVERSITY OF VIRGINIA
CHARLOTTESVILLE, VA.

Barry T. Hirsch

Grant 91-51-76-11
Project completed fiscal year 1977

Descriptors: EARNINGS DIFFERENTIALS; ECONOMIC ANALYSIS AND ECONOMETRICS; HUMAN CAPITAL; METROPOLITAN AREAS; MEN; LABOR DEMAND

This study attempted to explain the economic determinants of the level and distribution of earnings of white males in 48 standard metropolitan statistical areas (SMSA's) during 1969. It related the earnings structure within each SMSA to the labor market characteristics of its workers and to the job structure facing workers in that area.

The study used the 1970 census 1 in 100 Public Use Sample to obtain data on all nonstudent, nonfarm white males between the ages of 15 and 64 who resided in the selected SMSA's and had at least $100 in earnings in 1969.

The major finding was that differences in workers' investments in schooling and postschool training, levels of employment, and the job structure explained relatively little of the differences in the distribution of earnings across labor markets. However, a fully specified human capital model was found to be a useful framework for analyzing the determinants of earnings distributions. Differences in the distribution of earnings were significantly related to differences in the parameters of the earnings function across labor markets, particularly in estimated rates of return on schooling and in slopes of earnings-experience profiles.
May 1977

NTIS PB263221/AS

5-431 The Impact of Screening on Earnings Profiles

HARVARD UNIVERSITY
BOSTON, MASS.

Danny Steinberg

Grant 91-25-77-18
Project still in progress

Descriptors: EARNINGS; AGING; MODELS; NATIONAL LONGITUDINAL SURVEYS

One objective of this study is to develop a complete structural model underlying the age-earnings profile. The model will be reformulated in continuous time and with continuous variable ability so that other stochastic structures can be explored and the link between conditional wage offers and supply behavior can be forged. Other empirical objectives are to investigate a series of hypotheses related to the model proposed as a statistical test, to describe the actual pattern of wage advancement that individuals experience in the course of their lifetimes, and to explain the patterns that emerge from these data.

Data are being derived from the Michigan Income Dynamics Survey, National Longitudinal Surveys, and the Social Security Administration's Longitudinal Experience Earnings Data Set.

5-432 Earnings Through Midlife

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Thomas N. Daymont

Grant 91-55-77-25
Project still in progress

Descriptors: EARNINGS; ATTAINMENT; WORKER TRAITS; MODELS; WISCONSIN

This is a study of earnings achievement from school leaving to midlife, based on a large sample of Wisconsin men who graduated from high school in 1957. In this study, levels of individual earnings are conceptualized as the result of a dynamic life-cycle process, involving social background, social-psychological characteristics measured during high school, and post-high school educational, occupational, and familial experience. A basic structural equation model will be specified on the basis of ideas from a variety of theoretical orientations and previous empirical research. By estimating several versions of this basic model, the investigator will develop information that describes the process by which members of society achieve unequal levels of economic rewards.

Data for the study will be derived from a longitudinal study of 1957 Wisconsin high school graduates and followup studies combined with information on social security earnings for all years that the members of the sample were in covered employment during the period 1957-74.

5-433 Common Law Crime Severity After Release From Prison

THE CITY UNIVERSITY OF NEW YORK
NEW YORK, N.Y.

Louis E. Genevie

Grant 91-36-77-41
Project completed fiscal year 1978

Descriptors: MODELS; EX-OFFENDERS; RECIDIVISM

This research explored two related aspects of criminal behavior—the severity of individual criminality, defined as the total number of months the person has been incarcerated, and criminal recidivism during the first year after release from prison. The initial work involved developing a model for measuring and predicting individual criminality. The factors considered important in predicting criminal recidivism were investigated, with special attention given to the effect of employment and work experience on the severity of the individual's illegal activity during the employment period.

The model on individual criminality was tested by various statistical techniques, utilizing data obtained from 432 male inmates of a correctional institution, who were interviewed over a 12-month period immediately following their release.

The findings indicated that neither the individual's social, economic, and criminal history, nor living arrangements and type of associations after release were of importance in predicting criminal recidivism, *once the nature and form of economic activity after release were taken into account.* The relationship between criminal activity and the underground economic system or illegitimate opportunity structure may not be as straightforward as once thought. Contrary to expectations, the underground economy was found to operate in much the same way as the legitimate economic system: participation in *either* the legitimate *or* illegitimate opportunity structure worked to *limit* re-arrest during the first year after release. The two economic opportunity structures, combined with the individual's ability to meet basic economic needs like paying rent, accounted for about 33 percent of the variation in re-arrest during the first year after release.
June 1978

NTIS PB284454/AS

5-434 Advantaged and Disadvantaged Very Early Labor Force Withdrawal—A Study of Differences in the Employment Patterns and Income Positions of Men Who Leave the Labor Force Before Age 62

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Eric Kingson

Grant 91-25-78-48
Project still in progress

Descriptors: LABOR FORCE; ECONOMIC STATUS; MEN; EMPLOYMENT PATTERNS; AGE DIFFERENCES; TRANSITION FROM WORK TO RETIREMENT; NATIONAL LONGITUDINAL SURVEYS

This study will examine the identifying factors associated with differences in the circumstances of men who were aged 62 by 1975, and had withdrawn from the labor force.

It will consider primarily income status after withdrawal and secondarily control over labor force participation and life status. The researcher will draw samples from National Longitudinal Survey (NLS) data. Sampling procedures will permit comparisons with men aged 45 to 52 in 1966, who had left the labor force and with those who left permanently between the ages of 62 and 64. The control group will consist of those members of the sample who later reported that they were working and who remained in the labor force until at least age 62.

5B 3. DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

THE RESERVOIR OF TRAINING

5-435 Training Programs of Private Industry in the Greater Cleveland Area

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

John L. Iacobelli

Grant 91-46-68-24
Project completed fiscal year 1972

Descriptors: TRAINING; EMPLOYER PRACTICES AND POLICIES; EMPLOYER ATTITUDES; MONOGRAPHS; OHIO, CLEVELAND

This study obtained information on employers' training programs and their views on Government training programs in interviews with 131 private and public employers in Cleveland.

Most of the employers trained only when forced to do so by an increase in business or by shortages of key skills, which

they reported as pervasive in the 6 months preceding the survey. All but one of the employers said they had training programs, but only 1 in 8 had any extensive formal training and another 1 in 4 had some formal training. In the other cases, "training" consisted of informal on-the-job learning.

Less than three-fifths of the firms kept records of training activities and only one-fourth kept them separately from personnel and payroll records. Nevertheless, three-fourths said they were willing, with some conditions, to report on their training activities to the Government; those that did *not* do most of their own training had a strong desire for information about the supply of labor being trained in their immediate geographic area.

Generally, only firms with extensive formal training programs saw training as a means of increasing profits; the others saw it merely as another cost. Even so, most were willing to pay all or most of the costs of training "advantaged" labor for their specific needs when faced with skill shortages, for they felt they could justify the costs to stockholders. They were, however, convinced that they could not justify training the disadvantaged, particularly if the disadvantaged started at regular entry wages, because of their lower productivity and smaller potential for later promotion. Hence, they felt that the Federal Government should pay half to three-fourths of the cost of training disadvantaged workers. They tended to prefer—although not strongly—a direct subsidy, tax rebate, or wage supplement.

Even with Federal financial aid, however, a majority did not believe that their firms would do more to train the disadvantaged. The most common reason was that they had no more jobs for disadvantaged labor. Furthermore, only a small number believed that private industry was equipped to provide remedial training; the others would confine their training of the disadvantaged to the teaching of specific skills.

At the time of the survey, only one-fourth of the employers, predominantly large firms, were participating in Government training, although over half had been contacted about such programs. Even those who had been contacted were poorly informed about the nature, scope, and availability of the training programs. Much of their participation in Government programs was marginal, such as hiring some graduates of a Government area employment and training program, and many participating employers were critical of the programs.

1972

NTIS PB191706/AS

ETA *Training in Private Industry—Policies, Attitudes, and Practices of Employers in Greater Cleveland,* Manpower Research Monograph no. 22, 1971; "A Survey of Employer Attitudes Toward Training the Disadvantaged," *Monthly Labor Review,* June 1970, pp. 51–55.

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

APPRENTICESHIP AND OTHER TRAINING

5-436 The Structure of Related Instruction in Wisconsin Apprenticeship Programs

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

James S. Crabtree

Grant 91-53-66-11
Project completed fiscal year 1968

Descriptors: APPRENTICESHIP; RELATED INSTRUCTION; WISCONSIN

This study investigated the structure of related instruction offered to apprentices in Wisconsin vocational schools from 1960 to 1966. Data were derived from interviews with administrators from the offices responsible for related instruction programs. The data covered 406 related instruction programs for 79 different trades in 37 Wisconsin vocational schools.

The two curriculum patterns for related instruction were:

1. The standardized circuit trade curriculums, which were tightly structured and emphasized trade technology.

2. The resident program curriculums, which usually combined technical information with some general education courses.

In 1964-1965, circuit teachers on the whole had more years of teaching and occupational experience than resident faculty. More of the resident teachers, however, had college degrees.

Suggestions included more flexible and effective instruction techniques and standardized core curriculums.

1968

NTIS PB177567/AS

5-437 Pre-Apprenticeship Training for Disadvantaged Youth: A Cost-Benefit Study of Training by Project Build in Washington, D.C.

THE AMERICAN UNIVERSITY
WASHINGTON, D.C.

Markley Roberts

Grant 91-09-70-29
Project completed fiscal year 1971

Descriptors: PREAPPRENTICE TRAINING; BLACKS; JOB PLACEMENT; TRAINEE RETENTION; COST EFFECTIVENESS

This study considered whether preapprenticeship training to prepare disadvantaged inner-city youth for entry into building trades occupations was an effective investment in "underdeveloped" human resources. It attempted to determine how economically worthwhile such an investment was and to discover variables which affected the relative success of disadvantaged youth entering the labor market.

Interviews were conducted in late 1969 with all of the 1968 applicants for preapprenticeship training at Project Build in Washington, D.C., who could be found: 110 who had completed the 6-month training program; 20 who had dropped out; and 65 who were not selected or did not enter the program. Information was secured on earnings, annual income, and unemployment as well as on age and family responsibilities for 1 year before and 1 year after the application for entry into the project. In addition, Project Build furnished information through its records and reports.

The primary purpose of Project Build—conducted under contract 82-09-69-37—was placement of trainees in building trades apprenticeships. In this it appeared successful, since 87 percent of its first-year trainees who completed the program entered apprenticeships, and one year later 53 percent were still in apprenticeships.

Among the reasons for the success of the program was the growing recognition in the local community of a need to bring more black workers into the construction industry; the commitment of the local labor unions to open up more apprenticeship and job opportunities in the industry; and the fact that training included remedial education as well as orientation to work, introduction to the construction industry, preskill training, counseling, and followup supportive services.

During the year following their application for the program, Project Build graduates reduced their annual unemployment rate by more than 10 percent and increased their average hourly earnings by about 60 percent, weekly earnings by about 55 percent, and after tax weekly income by almost 60 percent. During the comparable period the average hourly earnings for the nontrainee control group increased by about 20 percent, weekly earnings by about 15 percent, and after-tax weekly income by 14 percent. Not all of the differences between the two groups could be attributed to the training, in part because the average age of the control group was 19, compared with 21 for the graduates.

The analysis showed that a relatively high, fast, economic payoff resulted from the training. The return came rapidly to the youth themselves, the economy, and society and more slowly to government.

1971

NTIS PB191864/AS

Also available as "Labor Sponsored Pre-Apprenticeship Training: What is the Payoff," *Labor Law Journal*, October 1970, pp. 663-667.

5-438 The Dropout and the Wisconsin Apprenticeship Program: A Descriptive and Econometric Analysis

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Thomas A. Barocci

Grant 91-55-72-03
Project completed fiscal year 1972

Descriptors: APPRENTICESHIP; DROPOUTS; WISCONSIN

This project examined the Wisconsin apprenticeship system in an attempt to account for a dropout rate for the State's various programs of nearly 50 percent. The study sample, drawn from the records of the Wisconsin Industrial Commission's Office of Apprenticeship, consisted of all (approximately 1,000) dropouts for the period September 1964 to September 1971. A randomly selected sample of 200 completers served as a control group.

Information was collected through mail questionnaires concerning personal characteristics, posttraining wages and employment, reasons for leaving or completing the program, participation in apprenticeship-related counseling, and attitudes toward the related-training aspect of the program and the apprenticeship system itself. Monthly unemployment rates for the years covered by the study were broken down by Standard Metropolitan Statistical Area, industrial, and occupational groups and matched with the respondents' time of entrance into apprenticeship and time of termination of indenture. It was hypothesized that this rate was a prime determinant of the decisions to enter and drop out of the program.
1972

NTIS PB210935/AS

5-439 An Investigation of Intra-Firm Upward Mobility Among Selected Skilled Craftsmen

THE UNIVERSITY OF TENNESSEE
KNOXVILLE, TENN.

Clarence H. Barnes

Grant 91-47-72-48
Project completed fiscal year 1974

Descriptors: APPRENTICESHIP; UPGRADING; CRAFT WORKERS; TENNESSEE VALLEY AUTHORITY

The objective of this study was to investigate the factors which influence the upward movement of skilled craft workers within the firm. Particular attention was directed at the importance of apprenticeship training in causing intrafirm upgrading, that is, were apprentice-trained craft workers more inclined to be promoted than nonapprentice-trained craft workers?

Samples of maintenance craft workers from six selected crafts were drawn from the work force of the Tennessee Valley Authority. Data were derived from two sources: Each individual's TVA record and a questionnaire. The data gathered were then tested for importance by use of chi-square analysis, and discriminant analysis was used to determine the relative strength of the variables in predicting upgrading.

The study noted that apprentice-trained craft workers experienced greater opportunities for advancement than did nonapprentice-trained craft workers. The number of years an individual was a craft worker with the TVA and his present age had the greatest relative strength in predicting upgrading. These variables were followed in relative importance by the observed variables: Age when became a craft worker, the instrument mechanic craft, and apprenticeship training. It was also acknowledged that education did play a role in the causation of promotions.
July 1973

NTIS PB224847/AS

5-440 A Comprehensive Evaluation of Recruitment and Training Program, Inc.'s Apprenticeship Outreach Program for the Construction Trades: An Analysis of Program Performance and Impact

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Lucian B. Gatewood

Grant 91-55-76-07
Project completed fiscal year 1977

Descriptors: APPRENTICESHIP OUTREACH PROGRAMS; ASSESSMENT AND EVALUATION; PREAPPRENTICE TRAINING; JOB PLACEMENT

This study evaluated the performance and impact of the apprenticeship outreach program conducted by Recruitment and Training Program, Inc. (RTP), which recruited minority youth and prepared them for entering apprenticeship. It also analyzed RTP's experience with respect to assisting minorities to enter the building trades as apprentices, trainees, and journeymen; appraised factors influencing this placement; and ascertained the direct economic effect of placement. In addition, the study assessed the impact of the program on occupational mobility of participants who either were not placed or who left the jobs in which they were placed and other aspects of retention and separation.

The study concluded that an individual placed as an apprentice did not earn significantly more than a nonplaced trainee because of the low starting wages for apprentices. However, the individuals who were placed had less unemployment in the long run. Trainees who failed to receive placements or complete their training seldom found comparable employment and returned to dead end jobs.
1977

NTIS PB266112/AS

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

EDUCATION

5-441 Private Rates of Return to Education in the United States: A Case Study

YALE UNIVERSITY
NEW HAVEN, CONN.

Daniel C. Rogers

Grant 91-07-66-06
Project completed fiscal year 1968

Descriptors: EDUCATION; RETURNS ON EDUCATIONAL INVESTMENT; EARNINGS

This study evaluated education as a form of investment for the individual by computing the rate of return from completion of various levels of schooling beyond the eighth grade. A longitudinal case study was made of 364 men who had been in the eighth grade in 1935 in several Connecticut schools, using data from questionnaires and school records.

Estimates for each man were made from these data for lifetime earnings, adjusted for economic growth, and for the costs (direct costs and as foregone earnings) and benefits of education (his added earnings afterwards). Earnings were then

adjusted to eliminate the effects of socioeconomic background, geographic location, motivation, and ability (in terms of IQ).

Expenditures on education appeared to be a sound investment for the individual for all levels through college graduation. Rates of return on individuals' investments in education were competitive with the return realized on other forms of investment, and net lifetime earnings increased as education increased, all other things being held equal.

Postgraduate education, however, was not an economically sound investment for the individual unless at least half the private cost of that education was paid by outside groups.
1968

NTIS PB177557/AS

5-442 Beliefs of Industrial Education Teachers Regarding Their Teaching Practices for Preventing Dropouts

WAYNE STATE UNIVERSITY
DETROIT, MICH.

Stig Emil Ralstrom

Grants 91-24-66-14, 91-24-67-26, and 91-24-68-53
Project completed fiscal year 1970

Descriptors: VOCATIONAL EDUCATION; TEACHERS; HIGH SCHOOLS; DROPOUTS; ATTITUDES; MICHIGAN, DETROIT

This study concerned teaching practices in high school industrial education that have proved to be effective in preventing dropouts. A list of 115 teaching practices (79 positive and 36 negative as they affected the dropout) was submitted to industrial education teachers in the Detroit public schools, together with a questionnaire asking for information on such factors as age, experience, and training. A total of 143 (out of 178) teachers responded.

The replies of 25 inner-city teachers who had demonstrated "holding power" were compared with those of other teachers. Then the 25 with holding power were asked, in interviews, to evaluate and rank the selected teaching practices and to describe how they implemented positive teaching practices or overcame negative ones.

The teachers did not differ significantly in such areas as training experience or preparation for teaching, although more inner-city teachers held vocational teaching certificates.

Marked differences were apparent, however, between the teachers with holding power and the others concerning practices that could prevent dropouts. The top-ranking positive practices listed by the holding power teachers were: (1) Creating a learning climate where learners feel free to ask questions and exchange ideas; (2) making the learners conscious of their progress; (3) seeing to it that every learner enjoys occasional success; (4) indicating to the learner that you are friendly, sympathetic, and sincere; and (5) being positive and giving sincere praise to students.

There was also general agreement among these teachers that current text books were not suitable for students likely to drop out of school, principally because of their reading difficulties—although easy-to-read-and-understand materials could be developed. They further agreed that industrial education courses should not be used as a "dumping ground" for maladjusted students.
1972

NTIS PB184799/AS

5-443 The Impact of Socioeconomic Status and Peer and Parental Influences Upon College Aspiration and Attendance

THE UNIVERSITY OF ILLINOIS
URBANA, ILL.

Edward W. Haurek

Grant 91-15-66-52
Project completed fiscal year 1971

Descriptors: EDUCATIONAL ASPIRATIONS; STATUS; SOCIAL RELATIONSHIPS; UNIVERSITIES AND COLLEGES; YOUTH

With data from Project TALENT on boys who were in the 10th and 12th grades in 1960, this research addressed the question of whether the expectations of peers and parents determine not only the boys' college aspirations and attendance but the way in which other factors are related to those aspirations and attendance.

The study attributed more influence to peer and parent expectations than most previous studies, through analysis of their multiplicative as well as additive effects. It also found that the impact of other factors on aspiration/attendance depended on whether parents and peers were supportive, in disagreement, or nonsupportive.
1971

NTIS PB195343/AS

5-444 Cooperative Office Education and Its Effects on Attitudes Toward Office Employment

ARIZONA STATE UNIVERSITY
TEMPE, ARIZ.

James Leslie Hodge

Grant 91-03-68-40
Project completed fiscal year 1970

Descriptors: VOCATIONAL EDUCATION; OFFICE WORKERS; WOMEN; WORK ATTITUDES

This study considered whether the attitudes of female students toward office employment were affected by enrollment in cooperative office education programs. Two random samples of 100 subjects each were drawn from the girls attending 10 Milwaukee public schools during the first semester of the 1967-68 school year. One sample consisted of students enrolled in cooperative office education classes, a program open to 12th graders, involving part-time employment with cooperating employers, and offering related classroom instruction. The other sample consisted of girls enrolled in programs also designed to prepare students for entry-level office employment, but offering traditional instruction without on-the-job training. Both samples were tested with the Stuart Attitudes Toward Office Employment Scale at both the beginning and end of a semester of training.

The researcher found no significant difference in the attitudes of the two groups in either round of testing. Both groups demonstrated generally favorable attitudes toward office employment.
1970

NTIS PB178417/AS

5-445 Entry Into the Labor Market: The Preparation and Job Placement of Negro and White Vocational High School Graduates

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Sally T. Hillsman

Grants 91-34-68-47 and 91-34-69-44
Project completed fiscal year 1971

Descriptors: VOCATIONAL EDUCATION; RACIAL DISCRIMINATION; MINORITIES; APPAREL INDUSTRY; WOMEN; ENTRY-LEVEL EMPLOYEE PROBLEMS; NEW YORK, NEW YORK

This study investigated whether and how much vocational education contributes to equalizing job opportunities for minority groups. Research was done at the High School of Fashion

Industries (HSFI) in New York City, a public school organized to train workers for the apparel industry. Social security work histories and school records of 1,389 female graduates were analyzed, and interviews were held with administrators, teachers, and job placement personnel of the HSFI.

It was found that racial discrimination, often unconscious, operated within the educational system at decisive career points for the students: Placement in tracks for training and job referral at graduation. Placement in tracks was not based on objective achievement criteria or student interest, but largely on preconceived notions of the inferiority of black and Puerto Rican students. The track system itself reflected primarily the apparel industry's increasing need for low-skilled, low-paid workers.

Referral to entry-level jobs was also determined largely by subjective criteria. Even when educational achievement was equal, minority graduates were led to lower level jobs, while whites were directed into the few elite positions. The effects of this discrimination were cumulative; after 7 years in the labor force, minority workers experienced more unemployment, lower status jobs, and lower wages than whites.

The author further found that: (1) The apparel industry rarely met students' aspirations for jobs with acceptable working conditions, pay, and social prestige—yet the goal of the HSFI was to place graduates within this industry; (2) the students' belief that their needs were not being met, aggravated by the feeling among minority groups that they were judged on racial norms, encouraged student alienation from the school and the industry; and (3) large defections of graduates from the apparel industry increasingly thwarted the school's achievement of its placement goals.
1971

NTIS PB196824/AS

5-446 Selection and Socialization: A Study of Engineering Student Attrition

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert B. Athanasiou

Grant 91-24-68-61
Project completed fiscal year 1969

Descriptors: STUDENTS; ENGINEERS; EDUCATION; CAREER CHOICE; ATTITUDES; MICHIGAN

This study related the problem of student attrition in schools of engineering to certain personality characteristics of students who remained in engineering and those who transferred to another major field. Tests and questionnaires were administered to 713 freshmen entering The University of Michigan's School of Engineering in the fall of 1965, and to the 587 still attending the university late in their sophomore year. In the latter group, 114 students had transferred to another study area.

The researcher hypothesized that prefreshman year differences in attitudes between the engineering majors and subsequent transferees would become more pronounced with exposure to the university environment. Test and questionnaire items were grouped into indexes of: (1) Friendship (reflecting the individual's relationship to others and views of friendship); (2) professional and educational interests; (3) self-perception and personal goals; and (4) authoritarianism (indicating the individual's inclination toward categorical thinking and obedience and disinclination toward ambiguity and introspection).

Comparison of prefreshmen and sophmore scores substantiated the hypothesis. The initial gap between scores, slight on all but the friendship index, widened distinctly on all four indexes. The researcher concluded that socialization was relatively more effective than the university's selection of students in predicting attrition.

However, the test-retest scores of the engineering students revealed more change than hypothesized. Nearly 80 percent registered a lower retest score on the authoritarianism index. The researcher attributed the decrease to the liberalizing influence of a large university, the effects of recent attempts to bolster the engineering curriculum with more liberal arts courses, the seasoned student's ability to select the "right" answers on a personality test, and/or the general tendency for authoritarianism to decrease with education and sophistication.
1969

NTIS PB184269/AS

5-447 Participation in Adult Education and Occupational Mobility

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Laurence E. Devlin

Grant 91-15-68-76
Project completed fiscal year 1971

Descriptors: BASIC EDUCATION; OCCUPATIONAL MOBILITY; UNIVERSITIES AND COLLEGES; ILLINOIS, CICERO

This study tested the hypothesis that participation in adult education is positively associated with occupational mobility. Four groups of 40 men each were interviewed: Participants—frequent and infrequent—in the adult education program of a junior college in Cicero, Ill., and nonparticipants—aware and not aware of the program's existence. Although the demographic characteristics of the groups did not differ significantly, nearly one-fourth of the nonparticipants, but none of the participants, were college graduates. Occupational mobility was measured by the number and direction of all job changes since first entry into the labor market.
1972

NTIS PB193587/AS

5-448 The Measurement of the Economic Value of Schooling Output

NORTHWESTERN UNIVERSITY
EVANSTON, ILL.

Robert B. Wallace

Grant 91-15-69-35
Project completed fiscal year 1973

Descriptors: EARNINGS; HUMAN CAPITAL; STATUS; RETURNS ON EDUCATIONAL INVESTMENT; ECONOMIC ANALYSIS AND ECONOMETRICS

Rejecting the notion that the impact of a high school education on future economic status could be measured by traditional methods, this researcher attempted to develop a broader measure. He used data from Project TALENT on measures, taken in the 9th and 12th grades, of socioeconomic status, academic achievement (6 variables), and future occupational interests (17 variables). These were related to education, occupation, and earnings attained 5 years after high school graduation. The data covered a TALENT subsample of approximately 1,000 male students.

The analysis revealed significant differences among the 17 education/occupation classes into which the data were grouped on 12 of the measures of personal traits—2 relating to cognitive ability and 10 to future occupational interests. The calculations took account of the significant changes in these attributes which occurred during the students' high school years, in order to estimate the change in the estimated value of human capital occasioned by the changes in students' traits. However, the role of the high school in altering these traits was left for future research.
April 1973
Available from University Microfilms International, 300 North Zeeb Rd., Ann Arbor, Mich. 48106.

5-449 Fluctuations in Federal Funds for University Research and the Roles and Careers of Academic Scientists

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Margit A. Johansson

Grants 91-34-69-50 and 91-34-70-63
Project completed fiscal year 1978

Descriptors: FEDERAL FUNDING; UNIVERSITIES AND COLLEGES; WORK ATTITUDES; TEACHERS; SCIENTISTS; PLANNING, RESEARCH, AND DEVELOPMENT

This study of a university heavily committed to federally funded research examined the shortrun consequences of the cutback in Federal research funds from 1968 through 1970. It devoted particular attention to the research activities and career patterns of persons with Ph.D.'s in the natural and social sciences.

Natural scientists reported being affected by funding cuts more often than did social scientists; researchers were more affected than faculty. Changes in professional plans included increased emphasis on teaching, changing of specialities, doing more applied research, and taking different jobs. Specialization in securing outside funds increased. Sharing of expertise and equipment increased within the university but decreased among universities—thus putting poorly equipped institutions at a competitive disadvantage in seeking scarce research grants and contracts.

1977

NTIS PB287538/AS

5-450 Choice of Science Careers Among College Men: An Analysis of Selected Problems

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Jeffrey G. Reitz

Grant 91-34-70-09
Project completed fiscal year 1973

Descriptors: STUDENTS; CAREER CHOICE; MEN; SCIENTISTS; UNIVERSITIES AND COLLEGES

This study dealt with conditions determining choice of natural science careers by male college freshmen and persistence in this choice until graduation. Problems analyzed were the effects of social background on commitment to science; the relation between economic and intellectual career goals in choosing science; persistence in science by socially active students and by able students in very selective private colleges where higher grades are hard to attain; and trends in the choice of science and engineering from 1954 through 1967.

Most data came from questionnaires returned to the National Opinion Research Center (NORC) by a representative sample of 33,782 June 1961 graduates. Of 21,687 men, 1,894 reported preferring science careers as freshmen; about half of these had persisted in this choice.

Major findings were: (1) Among students with economic career goals, those from lower income backgrounds more often chose science as freshmen, persisted in this choice, and entered nonacademic science careers, whereas the affluent more often transferred to social science, humanities, and the professions. (2) Students expressing people-oriented career goals seldom persisted in science, though this was less true among the socially active because they often had social goals (e.g., a desire to exercise leadership) that were less in conflict with a career in science than the people-oriented goals were. (3) Among students outside technological institutes, those in selective private colleges tended to leave science partly because of close friendships with nonscience students. Those who stayed wanted academic science careers. (4) Both grades and college selectivity were related to academic ability, but only grades were related to persistence in competitive fields like science.

September 1972

NTIS PB215390/AS

5-451 An Evaluation of Adult Basic Education Under the Manpower Development and Training Act in Milwaukee, Wisconsin

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

Myron Roomkin

Grant 91-53-70-20
Project completed fiscal year 1971

Descriptors: BASIC EDUCATION; MDTA TRAINING PROGRAMS; ASSESSMENT AND EVALUATION; WISCONSIN, MILWAUKEE

This study assessed two short-term adult basic education (ABE) programs conducted in Milwaukee under the Manpower Development and Training Act. Data were collected from interviews, a questionnaire, and employment service files for three sample groups: 200 individuals who completed either program; 50 who dropped out of the programs; and 50 who were eligible for but did not enter either of the programs.

Cost-benefit analysis showed a positive initial earnings differential for participants in the ABE programs, although their labor force participation rates were lower than those for the other groups. Those who went on to further training indicated that the basic education had provided them with the necessary background to master their occupationally oriented curriculums and was excellent preparation for their most recent job. The program was found to have produced little or no improvement in reading habits, knowledge about political officeholders, and group affiliation. The researcher concluded that alternative approaches might be more effective for disadvantaged adults than short-term compensatory education.

1972

NTIS PB196743/AS

5-452 "Without Credentials": The Performance of High School Dropouts in College

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Donald Lee Feldstein

Grant 91-34-70-27
Project completed fiscal year 1973

Descriptors: UNIVERSITIES AND COLLEGES; STUDENTS; DROPOUTS; CREDENTIALING

A number of community colleges in California admit anyone over 18, including those who have not completed high school or passed an equivalency examination. This study attempted to find the characteristics of the non-high-school-graduate group, and how this group fared academically as compared with the high school graduate. Five colleges, whose data systems were usable and whose administrations agreed to cooperate in the study, were selected. Data were collected from records for the fall 1969 or spring 1970 semester.

Compared with the other students, the non-high-school graduates were older and more of them were men. They tended to select the same range of majors as the others, but more of them chose the liberal arts. Academic performance of the two groups did not differ significantly, even when adjusted for age, sex, marital status, part time or full time, day or evening, income, major, or specific subject class.

March 1973

NTIS PB219266/AS

5-453 The Labor Market Experience of Two-Year College Alumni

THE STATE UNIVERSITY OF NEW YORK
BUFFALO, N.Y.

Robert E. Allen

Grant 91-36-73-13
Project completed fiscal year 1977

Descriptors: UNIVERSITIES AND COLLEGES; LABOR MARKET BEHAVIOR; OCCUPATIONAL MOBILITY; JOB SEARCH; GEOGRAPHIC MOBILITY; COLLEGE GRADUATES; EDUCATIONAL EFFECT ON CAREER PATTERNS

This study examined the labor market implications of three aspects of the 2-year college experience: Type of institution attended (community college or proprietary business institute), major field of study (business versus engineering), and level of educational attainment (terminal 2-year college versus baccalaureate degree). Subsamples composed of business majors from the community college and proprietary business institutes who had terminal, 2-year college degrees were compared to determine the effects the type of institution had on subsequent labor market experience.

A mail questionnaire was distributed to the 1,700 graduates during 1962-71 from four New York 2-year colleges, of which two were community colleges and two were proprietary business institutes. Nearly 700 responses provided the data base.

For graduates of 2-year college business programs, the type of institution attended (public versus proprietary) did not greatly affect their subsequent labor market performance in either the short or long run. When alumni who majored in different fields of study were compared, the data indicated that engineering graduates had more favorable labor market experiences than their peers who studied business-related subjects. The advantages associated with the engineering major tended, however, to dissipate over time.

The labor market implications for 2-year college graduates of transferring to a 4-year institution were also examined. The data indicated that possession of a baccalaureate degree clearly enhanced the labor market experiences of both business and engineering majors. The labor market advantages favoring the baccalaureate degree holders narrowed only slightly over time.
June 1976

NTIS PB263118/AS

5-454 Rates of Return to Investment in Education at All Levels in the State of Nebraska

UNIVERSITY OF NEBRASKA
LINCOLN, NEBR.

Walter A. Verdon

Grant 91-13-73-30
Project completed fiscal year 1975

Descriptors: COST EFFECTIVENESS; EARNINGS; RETURNS ON EDUCATIONAL INVESTMENT; BLACK/WHITE; NEBRASKA

The objective of this study was to test the null hypothesis that individuals and society have not invested efficiently in the various levels of formal schooling—elementary through university. Estimates and analyses of the monetary costs and benefits of the various levels of education in the State of Nebraska were based on such indicators as annual earnings, lifetime earnings, additional lifetime earnings, weeks worked, earnings by occupational classification, and internal rates of return (private and total). These earnings and education data for the State were derived from the 1970 Census Public Use Sample, and the 1/100 1960-70 Compatible Public Use Sample.

The returns on investment in education, studied from the perspective of the impact that additional formal education has on the individual's productivity and therefore on his or her earnings, were compared with the returns on alternative investments. Separate earnings/returns were estimated for persons who completed the different levels of formal education and those with, and without, vocational training; and race-sex comparisons were made for blacks and whites and men and women.

The study supported the conclusion that Nebraska residents generally had invested efficiently in the various levels of formal education, though it also indicated that some categories of persons have invested inefficiently. These categories included persons who terminated their formal schooling at grades 10 to 11 or during the first 2 years of college and white women who pursued 6 or more years of college.
July 1974

NTIS PB236268/AS

5-455 The Allocation of Time to Vocational School Training

UNIVERSITY OF ROCHESTER
ROCHESTER, N.Y.

Lawrence S. Olson

Grant 91-36-75-04
Project completed fiscal year 1976

Descriptors: NATIONAL LONGITUDINAL SURVEYS; POST-HIGH SCHOOL TRAINING; TRAINING; VOCATIONAL EDUCATION; VOCATIONAL TRAINING; YOUNG MEN

This study examined postsecondary training choices of young males, their determinants and effects, drawing data for young men from the National Longitudinal Surveys. Decisions involving vocational school were analyzed in conjunction with decisions about college, work, and leisure. An economic, time-allocation model of training choice was formulated. New statistical methods, combining maximum likelihood and two-stage estimation, were used to test the model.

Results indicated that the for-profit nature of most vocational schools rendered them more flexible than colleges and better suited to students with poor backgrounds and limited finances. Race appeared not to be an important factor in training choices after standardizing for other relevant variables. Although the data used came from the late 1960's, no draft effect on college attendance was found. Time costs of training appeared large for both colleges and vocational schools, and both training types involved substantial amounts of foregone leisure time.

The report concluded that vocational school training was usually best suited to those seeking a relatively limited amount of total training. Consistent with this statement, the study showed that, by most available measures, vocational school trainees were more similar to persons taking no postsecondary training than to college students.
June 1976

NTIS PB274276/AS

5-456 Husband Support for Women Returning to Higher Education: Predictors and Outcomes

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Gail Berkove

Grant 91-26-76-17
Project completed fiscal year 1978

Descriptors: STUDENTS; UNIVERSITIES AND COLLEGES; MOTIVATION; SOCIAL REINFORCEMENT; WOMEN; FAMILIES

This study explored the influence of husbands' attitudinal, emotional, functional, and financial support on women returning to school.

The report is based on a mail questionnaire sent in 1975 to a sample of returning students attending three Detroit metropoli-

tan area universities. The women, aged 26 and older, had been away from school for at least 5 years before they entered the universities, were married when they returned to school, had at least one child living at home, and were enrolled for 8 credit hours or more during the winter term of 1975.

Husband support was found to be important, if not crucial, to most of the women, with areas of support differing in importance and influence. For example, while husbands' emotional support appeared to be necessary if women were to return to school in the first place, it did not differentiate dropouts from successful students, as did husbands' attitudinal and financial support.

The study findings should be of use to university administrators, counselors, and other mental health professionals working with returning women students.

April 1978

NTIS PB287659/AS

5-457 The Impact of Family Background, Educational Credentials, and Academic Ability on Attaining High Income: A Longitudinal Analysis of Three Post-War Cohorts

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Paul W. Kingston

Grant 91-54-77-50
Project still in progress

Descriptors: CAREER PATTERNS; EDUCATIONAL ATTAINMENT; SOCIOLOGICAL FACTORS

This study will examine the educational-occupational progression that leads the offspring of affluent families into higher income careers. Various educational-occupational career paths, mediated by academic ability, will be considered as they pertain to the offspring of affluent families, compared with the offspring of lower and middle-income families. In addition, any changes over time in the progression of different income groups will be reviewed.

Analysis will be based on data from three longitudinal surveys, each of a separate postwar cohort. Samples will include 5,000 men who were first tested in 1943 at ages 18 to 26 years, 4,400 persons who graduated from college in June 1961, and a large sample of 1972 high school graduates.

The author suggests that results of the study may have policy implications for future affirmative action efforts directed at overcoming class-based obstacles to high-level career attainment.

5-458 An Analysis of Factors Affecting the Quantity, Quality, and Sex Distribution of Applicants to Medical Schools in the United States

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David C. Stapleton

Grant 91-55-77-60
Project still in progress

Descriptors: HEALTH OCCUPATIONS; EDUCATIONAL ASPIRATIONS; EDUCATIONAL ATTAINMENT; RETURNS ON EDUCATIONAL INVESTMENT

The purpose of this study is to analyze the demand for places in medical schools. Several time-series models of demand are to be estimated using pooled data for five regions in the United States. In the basic model, several major determinants of demand will be examined, including pecuniary costs of and returns to medical education and the risk of rejection by medical schools associated with rationing of places. An extension of the basic model examines how the same determinants influence the quality of applicants, as measured by Medical College Admission Test scores. In order to study differential effects of these determinants on demand by men and women, the researcher will estimate models for both.

5-459 Race and Economics: A Human Capital Inquiry

UNIVERSITY OF NORTH CAROLINA
CHAPEL HILL, N.C.

Arthur Padilla

Grant 91-37-78-13
Project completed fiscal year 1978

Descriptors: RETURNS ON EDUCATIONAL INVESTMENT; GOVERNMENT POLICIES; BLACK/WHITE; EARNINGS; UNEMPLOYMENT

This study showed that downturns in the business cycle have a significant and adverse effect on the relative incomes and rates of return (ROR) to schooling of young blacks. It used traditional earnings functions to show that the business cycle affects rates of return to schooling and that changes in these rates are different for blacks and whites. The study also made more direct estimates of cyclical effects on rates of return to schooling. The researcher tried to quantify the employment effect by using a limited dependent variable (tobit) model, which lends itself to the problem of parameter estimation where the data include limited observations (i.e., persons with zero earnings). The last part of the dissertation directly examined the relative wage effects in a cross-section/time-series context by using a three-component error model to estimate panel data.

The analysis showed that young blacks were negatively affected by increases in area unemployment rates, whereas young whites were either unaffected or may have gained slightly as economic conditions deteriorated. The findings suggest three important points: (1) The reported secular rise in the black relative to the white rate of return to schooling is partly dependent on the model specification and on how the business cycle is incorporated into the earnings function; (2) there is significant evidence to show that the ROR schooling for all blacks continues to lag behind that for all young whites; and (3) the business cycle affects the earnings of blacks in a relatively adverse fashion.

August 1978

NTIS PB283069/AS

5-460 The Effect of Cyclic Variation in the Distribution of Income on the Measured Value of Education

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

James S. Cunningham

Grant 91-06-78-14
Project still in progress

Descriptors: HUMAN CAPITAL; INVESTMENT; ECONOMIC ANALYSIS AND ECONOMETRICS; BUSINESS CYCLE

This study will examine cyclical forces such as opportunity costs (deferring earnings while attending school), parental support for schooling, and the difficulty or ease of borrowing to finance education. It will seek to determine more precisely the conditions that cause these forces to vary relative to each other in a systematic fashion.

Behavioral and econometric models with regression analysis will be used along with data from the 1960 1/100 Census of the Population and from a sample of the 1970 1/100 Census.

Results of this study should assist policymakers in designing measures related to the education system.

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

EQUALIZING EMPLOYMENT OPPORTUNITIES

5-461 Qualifying the Negro for Professional Employment

GEORGIA STATE UNIVERSITY
ATLANTA, GA.

Donald Paul Crane

Grant 91-11-70-16
Project completed fiscal year 1970

Descriptors: AFFIRMATIVE ACTION PLANS; PRIVATE INDUSTRY; BLACK/WHITE; PROFESSIONALS; GEORGIA, ATLANTA

The primary purposes of this study were to compare white and black salaried employees in their career development and to describe specific company development programs for blacks in Atlanta, Ga. The various techniques and programs used to employ, train, and promote blacks and whites were studied, based on information obtained through interviews with the personnel officers of 25 companies and with 58 black salaried employees of these companies, their white counterparts, and their mutual supervisors.

The study found many differences in the way in which companies develop blacks and whites for salaried positions. Current acceptance of black salaried employees by some of the companies was not complete. Different (and lower) standards of selection were generally used in hiring blacks. Significant differences were found between the career development of black and white salaried employees. Formal company training programs included fewer black employees, and more whites were exposed to outside training; blacks received fewer promotions and were more likely to leave the company.

Numerous personnel difficulties were reported in the employment of black salaried employees—trouble in locating qualified workers, government investigation of claims of discrimination, the blacks' unfavorable attitudes toward the company, and nigh turnover rates.
1970

NTIS PB192130/AS

5-462 A Study of Ghetto Economic Corporations

BRANDEIS UNIVERSITY
WALTHAM, MASS.

June G. Hopps

Grant 91-25-71-04
Project completed fiscal year 1977

Descriptors: INNER-CITY RESIDENTS; MINORITY BUSINESS ENTERPRISE; CORPORATIONS; WORKER UTILIZATION; BLACK COMMUNITIES; MASSACHUSETTS, BOSTON; CALIFORNIA, LOS ANGELES

This project investigated attempts by inner-city residents in Boston and Los Angeles to establish ghetto economic corporations. Their attempts were analyzed in terms of: (1) Community participation in ownership; (2) capitalization; (3) black management; (4) skilled employment; and (5) service to the ghetto.

The sample consisted of all corporately owned plants or offices established in the inner-city areas of the two cities. The new corporations were compared first within their city and then between Los Angeles and Boston.

The major findings included: (1) Inner-city economic efforts followed closely the traditional pattern of entrepreneurship; (2) the notion of economic advancement for all was sacrificed in the movement toward "black capitalism"; (3) the efforts of the ghetto corporations were stifled and dominated by the white society; and (4) the corporations tended to move away from traditional black businesses and into a variety of new ventures.
December 1975

NTIS PB284519/AS

5-463 The Development of "Hometown Plans" for Increasing Minority Employment in the Construction Industry of Selected U.S. Cities

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Clarence R. Tyson

Grant 91-17-71-48
Project completed fiscal year 1975

Descriptors: CONSTRUCTION INDUSTRY; AFFIRMATIVE ACTION PLANS; MINORITIES; AREA PLANNING

The objectives of this study were to analyze the development and implementation of hometown plans in the construction industry. The incidence, substance, and implementation of these agreements were examined as a function of the comparative industrial relations contexts and negotiation processes in different locales. The primary focus of the research was on the efficacy of hometown negotiations in establishing new rules and and institutional arrangements regarding minority hiring and training in areawide construction systems.

The procedures of the study included analysis of published data and data collection through field interviews. Published data from the Bureau of the Census, the Bureau of Labor Statistics, the Equal Employment Opportunity Commission, and the Office of Federal Contract Compliance and previous scholarly research were used to explain the incidence of hometown plans. Field interviews provided information on the negotiation, substance, and implementation of particular plans.

The most important implications that are suggested by this research relate to policy, practice, and program efforts. First, the faith of hometown planners in this particular approach was seriously discouraged by what they saw as inconsistent Federal policy, sporadic enforcement, and lack of local support. Second, the promise of increased minority employment (on a continuing basis) through these plans was an unrealistic hope without adequately designed and staffed training programs, followup activities to improve the chances of minority retention after initial placement, and Federal surveillance (with sanctions) to insure that all parties were living up to the terms of their agreement. In this respect, it appeared that Federal field offices were seriously understaffed, and local plan participants were unable to get consistent and convenient assistance. Finally, efforts such as the hometown-plans program were hampered by a liability and an encumbrance—by the lack of helpful labor market data (however accurate) at the local level to guide program choices and by the proliferation of local and federally funded agencies and programs all with some responsibility for enforcing equal employment opportunity.
July 1974

NTIS PB274412/AS

5-464 Race, Sex, and Government Jobs: A Study of Affirmative Action Programs in Federal Agencies

HARVARD UNIVERSITY
CAMBRIDGE, MASS.

Mary Eisner Eccles

Grant 91-25-75-33
Project completed fiscal year 1977

Descriptors: WOMEN; BLACK/WHITE; SPANISH-SPEAKING AMERICANS; CAREER PATTERNS; AFFIRMATIVE ACTION PLANS; FEDERAL GOVERNMENT

This study compared the career patterns and changes of minority groups and women to the career patterns of white men for several Government agencies. To measure attainment, the researcher compared the starting job levels, current positions, and advancement rates of blacks, Hispanics, and women with those for white men after controlling for key differences in background. The study then examined the affirmative action programs of four Federal agencies—Health, Education, and Welfare; Housing and Urban Development; National Aeronautics and Space Administration; and the Treasury.

Samples of individual employment records compiled by the Civil Service Commission, which contained information on personal, educational, locational, and job characteristics, were the principal source of data.

The main findings were: (1) That new hires of roughly comparable background obtained similar positions in Government; (2) that race- and sex-related differences in advancement rates among experienced workers diminished with time; (3) that minority employees in the higher education categories made the greatest gains; and (4) that women's job opportunities continued to appear more limited than men's.

July 1976

NTIS PB267125/AS

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

FACILITATING GEOGRAPHIC MOBILITY

5-465 Labor Relocation Assistance: The Alabama Experience. A Case Study of the Tuskegee Institute Labor Mobility Demonstration Project

CASE WESTERN RESERVE UNIVERSITY
CLEVELAND, OHIO

Kathleen McElroy

Grant 91-39-74-17
Project completed fiscal year 1975

Descriptors: GEOGRAPHIC MOBILITY; MOBILITY ASSISTANCE; ALABAMA, TUSKEGEE

This project was a case study of the Tuskegee Institute Labor Mobility Demonstration Project from 1965 to 1967 to find out whether geographic mobility could be increased in a population characterized by low mobility and high unemployment. The complexity of the recruitment and selection task, and substantial slippage stemming from recruitment procedures, resulted in 202 of 275 persons interviewed actually reporting to potential relocation jobs. Firm offers of jobs appropriate to skills and expectations and careful job development, as well as a minimum of bureaucratic snarls in the funding process, were crucial in effecting successful relocation. Fifty-one of 152 actual relocatees remained in jobs, while other participants had returned home from layoffs or anticipated layoffs. Those who remained on their jobs were characterized as having better jobs and higher income than those who had returned home. Regression analysis indicated that relocation success was associated with two principal explanatory variables: (1) Appropriate job availability and (2) prior skill training.

October 1974

NTIS PB239001/AS

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

INDUSTRY/OCCUPATION SPECIFIC PROGRAMS

5-466 Labor Force Mobility in the Underclass: Opportunities, Subculture and Training Among Chippewa and Poor White

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Leonard Lieberman

Grant 91-24-68-22
Project completed fiscal year 1970

Descriptors: OCCUPATIONAL MOBILITY; CULTURE OF POVERTY; MDTA TRAINING; EMPLOYMENT OPPORTUNITIES; INDIANS; MEXICAN AMERICANS; MICHIGAN, MOUNT PLEASANT

This study explored the ways in which the movement of people out of poverty into the working class is affected by the interaction of job opportunities, family background, and training. Participants in an MDTA-financed experimental training project in Mt. Pleasant, Mich. (37 Chippewa Indians, 113 whites, and 15 Mexican Americans and blacks) were observed during training and interviewed early in the course and about a year later. Supplemental data were obtained from employers of the trainees and training records.

After training, the trainees fell about equally into low, medium, and high labor mobility classifications. These classes were based on a 6-point scale which assigned 1 point each to getting a job of higher socioeconomic prestige, raising annual earnings by $300, maintaining or increasing annual income above the poverty line, increasing the proportion of time worked, and working at least 8 months at a given job.

Ethnic differences in family background and structure had the least effect on mobility. The influence of family factors was negative almost as often as positive, generally giving low support to labor force mobility but becoming somewhat more favorable after training.

Training affected mobility more than family factors, not so much through skill training as through the influences of peers and staff members, increase in self-confidence among trainees, and placement after training.

The greatest influence on mobility came from job opportunities. Both trainees' aspirations and the training courses perforce reflected the local economy characterized by small cities, low industrialization, high outmigration, and a concentration of jobs in public agencies. The training occupations were janitorial-maintenance, food service, cooking, auto mechanics, machine operation, welding, and clerical. Thus, although workers' ratings of the jobs they found in terms of pay, job satisfaction, and job status were closely and positively associated with their mobility, the available opportunities were so limited and so unrewarding that the majority of the trainees remained poor and alienated.

1972

NTIS PB189288/AS

5-467 The Impact of Age and Education on the Effectiveness of Training: A Benefit-Cost Analysis

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Samuel Gubins

Grant 91-22-68-23
Project completed fiscal year 1972

Descriptors: COST EFFECTIVENESS; MDTA TRAINING PROGRAMS; AGE DIFFERENCES; EDUCATIONAL ATTAINMENT; RETURNS ON TRAINING; MARYLAND, BALTIMORE

This study investigated the effects on the costs and benefits of institutional skill training of (1) the changing clientele (from the technologically displaced to the hardcore unemployed) and (2) the age and previous educational attainment of trainees. The benefit-cost analysis was set in the framework of the economic theories of unemployment and investment in human resources.

A sample of 150 trainees and a control group of 150 persons not in training were selected from applicants for institutional training projects scheduled to take place in 1966 in Baltimore. The control group was chosen from those who did not enroll or dropped out of training. Interviews were held with 108 members of the two groups in the summer of 1968, 18 months after completion of the training programs.

The analysis revealed: MDTA training continued to be economically efficient despite the change in clientele; for trainees with less than 9 years of schooling there were significantly higher payoffs than for those with more education, indicating that the basic education component of the training programs might have been the most valuable element in the program; the payoffs to the economy from training were consistently greater for youth (age 16 to 21) than for those 22 years and over; and training was financially worthwhile for all trainees.
1972

NTIS PB190926/AS

5-468 DETERMINANTS OF RATES OF RETURN TO INVESTMENT IN ON-THE-JOB TRAINING

SOUTHERN METHODIST UNIVERSITY
DALLAS, TEX.

Dale Bruce Rasmussen

Grant 91-46-68-43
Project completed fiscal year 1969

Descriptors: RETURNS ON TRAINING; MDTA TRAINING PROGRAMS; ON-THE-JOB TRAINING (OJT); MODELS; METHODOLOGY

This study examined rates of return on public investment in MDTA on-the-job training (OJT) in 24 large metropolitan areas and developed an interregional model to identify determinants of variations in the rates. The study covered about 15,000 persons who enrolled in OJT courses (including some in "coupled" courses combining OJT and institutional training) that were completed from 1964 through mid-1966. Persons who dropped out of the courses before completing training were included. A control group, matched in age, race, sex, education, occupation, and geographic division, was drawn from the 1/1,000 sample of the 1960 census.

The costs, as well as the future benefits, of the training had to be estimated. The desired data on Government expenditures and trainees' earnings were either not in suitable form or were inadequate, in the researcher's opinion.

The measure of costs included both direct costs and opportunity costs. For direct costs, Department of Labor estimates of 1965 average outlays for specific components of training (for example, classroom materials, teachers' salaries, etc., but excluding administrative costs) in relevant occupations were used. Estimates from other sources were used for the cost of allowances for training, subsistence, and transportation. For opportunity costs, the measure was the difference between trainees' earnings during training and what they might otherwise have earned. During training, earnings were assumed to be the prevailing minimum wage. Alternative earnings were assumed to be the average earnings for a worker with similar characteristics, working in the pretraining occupation in the same locality, and were estimated from 1960 census data adjusted and updated to 1965 by data from area wage surveys by the Bureau of Labor Statistics.

The basic measure of the benefits of training was the change in earnings following training; that is, expected gross earnings minus alternative earnings for the remainder of the trainees' working life (to age 65). These projections were calculated from adjusted and updated data from the 1960 census for persons of similar characteristics and employed respectively in the posttraining and pretraining occupations, assuming that the workers' future unemployment experience would parallel their past.

From these data, three different rates of return were estimated to reflect the following assumptions: (1) That transfer payments such as training allowances were not a cost to the Government, because the money could have been allocated to alternative uses; (2) that transfer payments were a cost (adjusted for unemployment insurance or welfare payments foregone by trainees); and (3) that transfer payments were a cost, but only increased tax revenues (not the entire increment in earnings) counted as a benefit of training. In computing the rates of return, the discounts employed were such that the sum of the costs of training and the benefits of training, subject to adjustments in costs or benefits depending on the estimating assumption, would equal zero.

According to calculations based on the first assumption, the researcher found investment in OJT quite profitable, except in Portland, Ore., and Detroit, where the amount of skill upgrading was insignificant. The rate of return ranged from zero in Portland to 167.4 percent in Miami, and was 30.0 percent or more in 14 of the 24 areas. When transfer payments were counted as a cost (assumption 2), no predictable changes were apparent, because the increased cost of allowances was sometimes more than offset by savings in unemployment insurance and welfare payments. Reliance on the third assumption drastically reduced the rates of return, which ranged from zero to 19.9 percent.

From the model which was constructed to explain the different rates of return among the 24 areas, the researcher estimated that a 10-percent increase in area population or skill differentials in wages would raise the rate of return by about 6 percentage points under the first estimating assumption. The rate would rise by 10 points with a 10-percent increase in the percentage of nonwhite trainees and fall by 10 points with a 10-percent increase in the percentage of manufacturing in the area's total employment. The researcher regarded these estimates as subject to verification through further research.
1969

NTIS PB184024/AS

5-469 THE SOCIALIZATION AND TRAINING OF PSYCHIATRISTS

BRANDEIS UNIVERSITY
WALTHAM, MASS.

Donald W. Light, Jr.

Grant 91-23-68-46
Project completed fiscal year 1970

Descriptors: PHYSICIANS; PARTICIPANT-OBSERVER METHODOLOGY; WORK ATTITUDES; JOB PERFORMANCE; SOCIOLOGICAL FACTORS; MASSACHUSETTS, BOSTON

This study investigated how the psychiatric profession socializes new members and how they learn to make sense of their world. It sought to discover how young men learn, define, and understand the job of controlling and managing a major form of deviance in the society.

The data came from participant observation, primarily of the first-year residents assigned to one ward at the Massachusetts Mental Health Center in Boston during 1967-68. Field methods were used to measure change and to observe the process of socialization, supplemented by observations covering all aspects of the residents' experience in the three major areas of learning and professional orientation—therapeutic management, psychotherapy, and diagnosis—except for therapeutic sessions with patients, which were strictly private.

Intense supervision of residents was judged to be the major agent of socialization. Each resident had seven supervisors for different aspects of his training. These supervisors not only offered a variety of professional models but were the sources

from whom the resident learned a great range of possible approaches in therapeutic management, psychotherapy, and diagnosis.

The resident's individual experiences, attitudes, values, and ways of accounting to himself and others for his practice were largely shaped by the structure of the residency program, in the researcher's view. The structural features of the program largely determined what psychiatrists learned, he found.
1970

NTIS PB190866/AS

5-470 A Study of the Older Woman Worker Who Has Attempted to Enter or Re-enter the White Collar Labor Force Through the Assistance of Community Training Programs in Clerical Occupations

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Dwayne Gene Schramm

Grant 91-05-69-08
Project completed fiscal year 1970

Descriptors: TRAINING; CLERICAL OCCUPATIONS; WOMEN; MATURE WORKERS; CALIFORNIA, FRESNO

This study investigated six publicly supported clerical training programs in which women 35 years of age and over participated during 1967-68 in Fresno, Calif., to determine if the programs helped these women enter the white-collar labor force.

In the summer and fall of 1968, interviews were conducted with 58 of the 91 women who had been enrolled in the programs. Data were obtained from teachers and administrators and showed great variation in the length, purpose, and content of the programs.

Although 49 of the 58 women interviewed believed all training they received was essential, only 22 felt nothing was lacking. Twenty-four believed they needed more time for training and 12 felt training lacked adequate counseling or instruction in particular skills.

At the time of the interviews, 16 women were employed in clerical jobs and 10 in nonclerical jobs. Three-fourths of those with clerical jobs believed they could not have obtained them without the training. Of the 32 women who were not employed, almost half did not plan to look for work; the others were either planning to look for a clerical job or were undecided about seeking employment.
1972

NTIS PB188050/AS

5-471 The Police Academy: A Psycho-Structural Analysis

TUFTS UNIVERSITY
MEDFORD, MASS.

Richard N. Harris

Grant 91-23-69-37
Project completed fiscal year 1971

Descriptors: POLICE; TRAINING PRACTICES; ATTITUDES; SOCIAL RELATIONSHIPS; PARTICIPANT-OBSERVER METHODOLOGY

The study investigated the place of police work in society and in the hierarchy of occupations. It analyzed the police academy as a mechanism for training law enforcers and considered various influences on recruits' behavior and attitude formation—such as the academy's organization and orientation, the staff's attitudes, and the groups's norms. The study also examined the adaptation of training procedures to contemporary law enforcement problems such as civil disturbances and public hostility.

The researcher became a participant observer for his study of a police academy's 12-week training program. In addition, he constructed a trainee profile from a review of academy records, submitted a questionnaire to the recruits, and interviewed them as well as academy staff, academy administrators, and the local commissioner of police.

When the recruits entered the academy, they seemed to manifest three orientations within academy life: An ethic of masculinity, a desire for improving occupational and financial status, and a "cops and robbers" interactional framework. The academy's "unrecognized and perhaps unintended" function appeared to be the cultivation of solidarity among the recruits to provide the patrolman with moral support in performing his duties in an environment which he was trained to perceive as hostile. The academy apparently tried to develop standardized behavior to lessen the individual's need to depend on his own judgment as well as to protect the department from criticism. Training experiences and role models encouraged defensiveness by fostering in-group/out-group distinctions which mirrored suspicion, hostility, and distrust of those outside the group and cooperation within; a superficial concept of professionalism—that is, primary emphasis on courtesy and neatness to build the public image; and a depersonalized perception of self and the citizenry. The complex, sometimes ambivalent aspects of human behavior were not considered, and, although the curriculum contained some material on minority groups and unconventional life styles, the study concluded that the training tended to reinforce existing intolerance. In the substantive training, means of reaching objectives were emphasized, rather than why the patrolmen act or should act as they do.
1972

NTIS PB194561/AS

5-472 Demand for Hygienists: An Intra Firm Analysis

WASHINGTON UNIVERSITY
ST. LOUIS, MO.

Norbert W. Budde

Grant 91-27-69-38
Project completed fiscal year 1977

Descriptors: HEALTH OCCUPATIONS; OCCUPATIONAL STRUCTURE; ELASTICITY OF SUBSTITUTION; LABOR DEMAND; RETURNS ON TRAINING; WOMEN

This study applied economic theory and linear regression techniques in examining the utility of substituting hygienists' time for dentists' time in dental practices. Data for the study came from questionnaire responses of 189 St. Louis dentists 46 of whom employed hygienists.

The study found that the potential for substituting hygienist's for dentist's time is substantial for both those practices that currently employ hygienists and those that do not. These results were consistent with previous research findings for allied health professions. It was found that the amount of dental hygienist's time that could be used in an average practice varies from 16 to 19 hours per week. This demand characteristic indicated that a substantial expansion in dental services was possible with the available supply of dentists through increased employment of dental hygienists. Expansion of the supply of hygienists, in the absence of expanded demand for dental services, would tend to reduce the price of dental services, the opportunity cost of dentists' time, and the quantity of hygienists' time demanded.

It was also found that the internal rate of return for training in dental hygiene was greater for women than for men. This was cited as a powerful determinant for rendering dental hygiene a predominantly female occupation. Additionally, it was suggested that women were more attracted than men by flexible and part-time working hours, ease of occupational reentry, and absence of pressure to work odd shifts and pleasant work-

ing conditions of dental hygiene. Both factors indicated continued dominance of the occupation by women.
August 1976

NTIS PB283127/AS

5-473 An Evaluation of a NAB-JOBS Training Program for Disadvantaged Workers

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

John F. Baum

Grant 91-53-70-08
Project completed fiscal year 1974

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); DISADVANTAGED; WOMEN; BLUE-COLLAR WORKERS; ATTITUDES; ON-THE-JOB TRAINING (OJT); BASIC EDUCATION; RETENTION OF TRAINEES; JOB PERFORMANCE

This study addressed the question of whether an intervention strategy based on relatively concentrated amounts of basic education and on-the-job training was sufficient to make it possible for a large, nonunion, private firm to assimilate disadvantaged women into its regular, blue-collar workforce. Data were obtained in a firm that was participating in the Job Opportunities in the Business Sector (JOBS) program.

Effectiveness was assessed by comparing the performance of the trainees in the JOBS program with the performance of subjects assigned to two comparison treatments. The measures of effectiveness were tenure and supervisory rating.

The study concluded that the JOBS strategy was not effective in preparing the disadvantaged for permanent employment with the firm studied. While the JOBS trainees remained with the firm as long as their counterparts in the comparison groups, only about 25 percent were still employed 1 year after training. On the supervisory rating the JOBS trainees scored significantly lower than the subjects in the comparison groups. Perhaps the most definitive finding from the research was that both disadvantaged workers and racial minorities exhibited a fundamental commitment to the importance of work.

Proposals to improve the JOBS program included more emphasis on the development of actual skills required to perform the tasks of the job, and much more attention to the role of the immediate supervisor, orientation and training related to the special problems of the disadvantaged is needed.
December 1973

NTIS PB226792/AS

5-474 Determinants of Turnover in NAB-JOBS Programs to Employ the Disadvantaged

MASSACHUSETTS INSTITUTE OF TECHNOLOGY
CAMBRIDGE, MASS.

Bertram Charles Shlensky

Grant 91-23-70-23
Project completed fiscal year 1971

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); ON-THE-JOB TRAINING (OJT); RETENTION OF TRAINEES

This study investigated the effects on turnover of individual, job, and training factors in six JOBS (Job Opportunities in the Business Sector) programs subsidized by the Department of Labor during 1968-69. The programs involved a utility firm, an aerospace research company, an electronics company, an insurance firm, a bank, and a grocery-retail chain organization in a Northeast urban area. Demographic and wage information was obtained for 279 trainees; case studies of the programs were developed through interviews with the staffs; and the 72 trainees and dropouts who could be most easily found were interviewed about their attitudes.

About three-fifths of the trainees were men, three-fourths were black, their average age was 23, and their average years of schooling were 10. Men, youth, and blacks had significantly higher turnover than other trainees.

Although nearly three-fifths of the jobs paid less than $2 an hour, pay after training proved to be the most significant determinant of retention. It was not, however, significant for either whites or older workers. The researcher found that the jobs offered little significant skill training or promotion opportunity, but they were clean and not demeaning, provided regular breaks, and were covered by grievance procedures.

The three most successful programs—with retention rates exceeding 50 percent—used informal recruitment techniques and provided trainees with better information about the advantages and disadvantages of the job, and hence trainees had clearer expectations about the jobs. Two of these programs had been established to speed up integration of the company's work force.
1972

NTIS PB195876/AS

5-475 A Taxonomy of Marine Technicians and Technologists and the Implications for Training Them

FLORIDA STATE UNIVERSITY
TALLAHASSEE, FLA.

Kennith G. Gordon

Grant 91-10-70-25
Project completed fiscal year 1971

Descriptors: TECHNICAL TRAINING; OCEANOGRAPHY; OCCUPATIONAL CLASSIFICATION; WORKER TRAITS

This study was designed to ascertain and describe the essential educational, training, and classification characteristics of marine technical personnel and to suggest their implications for oceanographers, technical educators, and institutional administrators of programs in marine technology. Extensive interviews were conducted with over 100 marine technical and scientific personnel, including representatives from the United States, Norway, and the Federal Republic of Germany. Preliminary data from a pilot study of selected marine-related employers in Florida were reinforced by interviews and observations on seven oceanographic research vessels.

The study revealed that a strong affinity for the sea is a prerequisite to successful oceanographic employment; that American marine technical personnel do not share peer-group identity with scientists; that European marine technical personnel perform more difficult tasks, with more independence and freedom than their American counterparts; and that Europeans decide upon careers in marine technology earlier because secondary school students obtain job experience as an integral part of their education. In the United States, employers expressed preferences for technicians and technologists who had earned at least a bachelor's degree.

Two hypotheses were tested and rejected: (1) That the characteristics of marine technical personnel do not differ significantly between the United States and selected foreign countries; and (2) that marine scientists and oceanographers do not agree on the classification of marine technical tasks.

Test data for the second hypothesis were obtained with the aid of a Q-sort deck composed of 60 captioned photographs. From the same deck, it was possible to validate a classification of marine technical personnel which included (in ascending hierarchical order): Marine Technical (Oceanographic) Aides, Marine Technicians, Resident Marine Technicians, Senior (Chief) Marine Technicians, and Marine Technologists.
1972

NTIS PB199665/AS

5-476 Background Characteristics, Orientation, Work Experience, and Work Values of Employees Hired from Human Resources Development Applicants by Companies Affiliated with the National Alliance of Businessmen

BOWLING GREEN STATE UNIVERSITY
BOWLING GREEN, OHIO

James G. Goodale

Grant 91-37-70-53
Project completed fiscal year 1972

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); WORK ATTITUDES; ORIENTATION; SOCIODEMOGRAPHIC CHARACTERISTICS; HARDCORE

This study focused on differences in the work values of trainees in Job Opportunities in the Business Sector (JOBS) programs and those of regularly employed unskilled and semiskilled persons. It sought to measure not only these differences, but also their relationship to workers' backgrounds and to absenteeism, and ratings of attitude and potential, and changes in the trainees' work values during orientation.

The sample included the study group of 110 hardcore trainees, a comparison group of 180 semiskilled and unskilled employees of two companies, and a control group of 252 middle-class persons (insurance agents and college students). Data were obtained through questionnaires, interviews, and biographical inventories.

The findings indicate that hardcore trainees entering the program differed markedly from regular employees in work values. They placed less emphasis on keeping active on the job, the perceived social status of being employed, and the intrinsic rewards of work. They stressed, more than regular employees, making money and taking pride in their work. Work values were significantly related to background characteristics. The changed work values of the hardcore trainees after 8 weeks of training did not differ significantly from work values expressed by control subjects, indicating training was influential in changing work values in the direction of those of middle-class, employed groups.

August 1971

NTIS PB202941/AS

5-477 Prediction Models for Institutional Training Programs Under the Manpower Development and Training Act

UNIVERSITY OF MINNESOTA
MINNEAPOLIS, MINN.

Robert Roy Trumble

Grant 91-25-70-59
Project completed fiscal year 1971

Descriptors: MDTA TRAINING PROGRAMS; PREDICTION OF SUCCESS IN PROGRAMS; WORKER TRAITS; ATTITUDES

In this study of the immediate outcomes of MDTA institutional training programs, the researcher developed trainee profiles and models for use in selecting and placing trainees. He used data for approximately 1,000 persons who entered training courses in 10 large metropolitan areas from November 1969 to March 1970, based on interviews conducted when they entered training and from 1 to 6 weeks after they dropped out or completed the course.

At the time of the second interview, trainees who were employed (regardless of how much they were earning), in school or receiving further training, or in the Armed Forces were counted as successful. Trainees who were unemployed, in a penal institution, or on welfare were classified as unsuccessful. Data for those not in the labor force or ill were not analyzed. Two measures of success were calculated for each trainee: A simple dichotomous split and a ranking based on the value assigned to the trainees' employment status.

Trainee profiles were constructed from 49 questionnaire items, and 21 of these items were used in testing eight prediction models—one each for black and white men and women for each of the two measures of success. The questions covered such matters as how the trainee learned of the program, why he entered it, whether he bought food stamps or participated in a surplus food plan, what he thought of his previous job, whether transportation had been a problem on his previous job, whether he had ever been picked up by the police, what he thought of his chances of getting into his desired line of work, and what his best friend usually did.

The models for white men were not useful for predicting success, in the researcher's opinion. For black men and black women, he asserted that cross-validated models which showed a correlation of .32 and .33 between observed and predicted outcomes would be useful for selection or placement. For white women, he termed his models "marginally beneficial."

1972

NTIS PB200453/AS

5-478 Organizational Correlates of Disadvantaged Worker Retention

THE UNIVERSITY OF CHICAGO
CHICAGO, ILL.

Paul F. Salipante, Jr.

Grant 91-17-71-22
Project completed fiscal year 1975

Descriptors: DISADVANTAGED; JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); ORGANIZATIONAL ENVIRONMENT; RETENTION OF TRAINEES; ILLINOIS, CHICAGO

This cross-organizational study investigated empirically the effects of in-company training and various organizational factors on the retention of disadvantaged new hires. One hundred and fourteen firms in the Chicago metropolitan area that hired disadvantaged workers were used for data sources; records and interviews were used to test the hypotheses.

Organizational factors more directly affecting workers' reward expectancies were found to be related to retention as follows (direction of relationship in parentheses): job status (plus); prospect of company layoffs (minus); starting pay plus first 3 months' raises (plus). The occupational position of minority groups relative to whites was found to be positively related to new hires' retention in companies having a large percentage of minority employees in supervisory positions. The results implied that the retention rates of disadvantaged workers would be greatly improved by companies' attitudes towards them, rather than by emphasis on training, in the researcher's opinion.

June 1974

NTIS PB251659/AS

5-479 Future Achievement Orientation, Job Training, and Economic Success

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Robert L. Hubbard

Grant 91-26-71-46
Project completed fiscal year 1975

Descriptors: EMPLOYMENT OPPORTUNITIES; INCENTIVES; ASPIRATIONS; MOTIVATION; JOB STABILITY; TRAINING

This study attempted to develop recommendations that could enhance the impact of training programs on graduates' success. It had four purposes: (1) To examine what was meant by the term "future orientation"; (2) to develop measures of the construct of future achievement orientation; (3) to deter-

mine the nature of background factors and events that influence the level of future achievement orientations; and (4) to determine how future achievement orientations contribute to long term economic success and the attainment of career goals.

A number of design strategies and data analysis techniques were employed in order to investigate these issues. Originally, a quasi-experimental design was employed in interviewing groups of respondents at an area skills training center during application, upon enrollment, near completion, and after graduation. Eighteen months later, 70 percent of the respondents were reinterviewed in order to account for a few major differences between the first interviews.

Background, previous employment, labor market conditions, and amount of training experience were not associated with the initial measures of motive and planning components.

Major findings were: (1) As the amount of training completed increased, expectations increased; (2) the outcome of training, together with the pattern of labor market conditions, had a dramatic impact on the levels of all reinterview measures; (3) men who completed training and were placed in jobs that did not relate to their training suffered a decrease in all aspects of future orientation; and (4) the connection of immediate activity to future goals was critical for the success of program graduates.

September 1974

NTIS PB236294/AS

5-480 MANUFACTURERS' ASSISTANCE IN THE PROVISION OF TRAINING FOR EMPLOYEES OF CUSTOMER-FIRMS: THEORY AND A CASE STUDY

UNIVERSITY OF CALIFORNIA
LOS ANGELES, CALIF.

Victor Tabbush

Grant 91-06-72-43
Project completed fiscal year 1974

Descriptors: AUTOMOBILE INDUSTRY; CUSTOMER TRAINING; AUTOMOTIVE MECHANICS

This study investigated the provision of training by manufacturers to the employees of client-firms, focusing on the automobile industry's training of mechanics.

A complementary relationship between physical and human capital was hypothesized to motivate the manufacturer of the former factor to augment the supply of the latter. Data were gathered by correspondence and interviews with industry representatives, and implications were tested by employing ordinary least squares regression techniques.

The chief findings included: (1) A significant positive correlation between the extent of training provided by a manufacturer and its market share; and (2) a significant positive correlation between the degree of training specificity and the amount a manufacturer provided. Subsidiary findings included: (1) An overall trend toward more manufacturer-provided mechanic training; and (2) a reluctance on the part of manufacturers to provide entry-level mechanic training as opposed to upgrading already skilled mechanics.

July 1973

NTIS PB221887/AS

5-481 PHYSICIAN ASSISTANTS: AN EMPIRICAL ANALYSIS OF THEIR GENERAL CHARACTERISTICS, JOB PERFORMANCE, AND JOB SATISFACTION

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Henry B. Perry, III

Grant 91-24-75-08
Project completed fiscal year 1977

Descriptors: JOB SATISFACTION; TRAINING EFFECTIVENESS AND IMPACT; ASPIRATIONS; HEALTH OCCUPATIONS; JOB PERFORMANCE; WORK ENVIRONMENT

This study examined the factors affecting the successful vocational adjustment of physician assistants. The factors examined were job satisfaction, job performance, leisure in present job, expected length of job employment, career satisfaction, and career aspirations.

Two self-administered questionnaires were mailed to approximately 1,000 graduates of physician assistant training programs. Data derived from these questionnaires were analyzed using correlation and multivariate path analysis.

The results indicated that favorable levels of role acceptance, income, and job opportunities were present; however, opportunities for advancement were found to be limited. Favorable levels of job performance and job satisfaction were observed. In the relationship between job performance and job satisfaction, the most significant variable found was the degree of supervisory support supplied by the physician.

September 1976

NTIS PB263021/AS

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

PROVIDING PUBLIC EMPLOYMENT

5-482 PUBLIC SERVICE EMPLOYMENT FOR THE DISADVANTAGED

THE GEORGE WASHINGTON UNIVERSITY
WASHINGTON, D.C.

Lowell M. Glenn

Grant 91-11-71-20
Project completed fiscal year 1974

Descriptors: PUBLIC EMPLOYMENT PROGRAMS; WORKER UTILIZATION; DISADVANTAGED; GOVERNMENT POLICIES

This study reviewed some of the alternative models of Public Service Employment (PSE) that have emerged or might be appropriate in the future. It also explored the basic purposes to which government policies might be directed in training and employment activities.

The study reviewed the recent evolution of attitudes toward PSE with the government's commitment to employment and training policy. The legislative history and implementation of program activities of the Emergency Employment Act (EEA) for 1971 were analyzed. The experience of the depression work relief programs, the PSE-related efforts of the 1960's and European PSE activities were discussed in an effort to extract lessons that might be helpful in making current PSE activities more effective.

The study found that Public Service Employment was probably more effective as a redistribution program than as an anticyclical technique or a method for improving the basic employability of program participants. The author suggested that the program be redirected to better serve the needs of those who have previously been excluded from meaningful participation in the world of work (the disadvantaged, residual, or handicapped worker).

He called for further research into the problems of dealing with the operating and administrative difficulties which may be encountered in an attempt to implement a major PSE program for the disadvantaged or residual worker who cannot compete in the regular labor market.

December 1973

NTIS PB228717/AS

5-483 THE PUBLIC EMPLOYMENT PROGRAM IN A RURAL SETTING: AN ANALYSIS OF PARTICIPANT CHARACTERISTICS IN WISCONSIN

THE UNIVERSITY OF WISCONSIN
MADISON, WIS.

David R. Zimmerman

Grant 91-53-73-20
Project completed fiscal year 1975

Descriptors: URBAN AREAS; RURAL AREAS; PUBLIC EMPLOYMENT PROGRAMS; ASSESSMENT AND EVALUATION; WISCONSIN

This study analyzed the characteristics and experiences of participants in the Wisconsin Public Employment Program's (PEP) balance-of-State component, which was comprised of the primarily rural counties that qualified for PEP funds on the basis of their unemployment rates but did not meet the population criterion to qualify as direct program agents. It also considered participants holding State PEP positions in the primarily urban political jurisdictions of directly funded local program agents. The primary source of data for the analysis was a survey of current and former participants in the balance-of-State program, the current participants in the urban program operated by Wisconsin State agencies, and a sample of persons who were eligible for the balance-of-State program but did not participate.

The first part of the analysis compared the characteristics and previous labor market experiences of participants and nonparticipants and found that the participants were representative of the eligible unemployed. To determine if PEP was helping participants secure unsubsidized employment, the study compared the characteristics and program experiences of persons who terminated from the program and those who remained in PEP. The findings revealed that the two groups were similar in personal characteristics but that the terminees were more likely to be employed in public works-type jobs, had lower wages in PEP, and were less likely to have received special training in the program. Multiple regression analysis of the immediate and postprogram economic effects of the balance-of-State program demonstrated that it had a positive effect on the incomes of its participants while they were in the program. The postprogram effect was positive and significant for terminees who left with alternative employment.
January 1975

NTIS PB239857/AS

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

TAILORING PROGRAMS TO TRAINEES' SPECIAL NEEDS

5-484 JOB TRAINING PROGRAMS IN DETROIT: A COMPARATIVE STUDY

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Donald Alfred Sommerfeld

Grant 91-24-68-62
Project completed fiscal year 1969

Descriptors: MDTA TRAINING PROGRAMS; DISADVANTAGED; TRAINING EFFECTIVENESS AND IMPACT; ATTITUDES

This study compared the effectiveness of four Department of Labor sponsored training programs in Detroit: An orientation training center operated by a private firm as part of an early forerunner of the JOBS Program; the institutional skill-training center operated by the Detroit public schools in cooperation with the State employment service; and two programs operated by the Mayor's Committee for Human Resources Development—the Orientation and Operation Mainstream phases of the Concentrated Employment Program (CEP) and a direct on-the-job training (OJT) program. Interviews were conducted with male graduates randomly selected from each program about 7 months after completion of training in early 1968, and additional information was obtained from the training staffs.

The study disclosed that the first three programs were reaching their intended target—the disadvantaged or hard-core unemployed men. OJT trainees were not regarded as being disadvantaged.

On various program features (for example, length, job preparation, job placement efforts), trainees rated CEP highest and OJT lowest. The skills center scored well on most items, but ranked below the privately operated center on counseling and job placement.

Posttraining employment rates were, as usual, highest for OJT—95 percent versus 70-to-80 percent for the other three programs. The private center placed its trainees in lower paying but higher status jobs than the CEP. Jobs of the skills center trainees occupied an intermediate position on both status and pay, and placement took longer.

Psychological measures showed that trainees with higher achievement motivation and a feeling of more control over their lives recorded greater improvements in employment after training. Those with lower motivation and a feeling of less control had about the same employment after training as before.

The researcher concluded that each program for disadvantaged trainees—unique as it was—produced satisfactory results but needed improvements. He also suggested that future programs begin with a short orientation, followed by efforts to place trainees in regular or OJT employment. In addition, he recommended a fuller exchange of information among program administrators, more followup of trainees, and the use of an "index of employability" to differentiate among the varying capabilities possessed by persons who meet the criteria which define the "disadvantaged" population that is eligible for training.
1970

NTIS PB183742/AS

5-485 LOCAL GOVERNMENT AND MANPOWER PROGRAMS FOR THE DISADVANTAGED: AN EVALUATION OF THE IMPACT OF THE PORTLAND CONCENTRATED EMPLOYMENT PROGRAM

PORTLAND STATE UNIVERSITY
PORTLAND, OREG.

Lois F. Copperman

Grant 91-41-75-16
Project completed fiscal year 1977

Descriptors: TRAINING EFFECTIVENESS AND IMPACT; INCOME; DISADVANTAGED; CONCENTRATED EMPLOYMENT PROGRAM; OREGON, PORTLAND

This retrospective study examined the impact of the Portland Concentrated Employment Program (PCEP). The posttraining income of PCEP participants and the income of a group having characteristics similar to the PCEP participants were compared to determine what benefits accrued from participation in the program.

The data base consisted of 1,985 PCEP participants and a control group of 1,150. Mean earnings information by groups were obtained from Social Security data. Multivariate analysis techniques were employed to relate changes in income levels.

Over 70 percent of the individuals studied earned mean incomes below the official 1973 poverty level. Participation in the PCEP did not raise mean incomes of the groups studied above the poverty level. Considering income alone, approximately 13 percent of the participants in comparison with their control groups benefited significantly from the PCEP. The findings of this study indicated that the benefits in the PCEP were not as substantial as expected.
1976

NTIS PB273786/AS

5-486 AN ECONOMIC EVALUATION OF VOCATIONAL REHABILITATION IN LOUISIANA

LOUISIANA STATE UNIVERSITY
BATON ROUGE, LA.

Robert Charles Brown

Grant 91-22-75-31
Project completed fiscal year 1977

Descriptors: COST EFFECTIVENESS; HANDICAPPED; VOCATIONAL REHABILITATION

The purpose of this research was to perform an economic benefit-cost analysis of the vocational rehabilitation (VR) program in Louisiana, from both a social and a private perspective. The VR program was designed to provide a combination of services to physically or mentally handicapped persons to prepare them for employment.

The experimental control group technique was used in the analyses. The sample consisted of approximately 2,600 individuals, of whom 1,600 were in the experimental group. Benefits and costs were estimated by regression analysis.

The research found that VR produced positive results from both a social and a private perspective. The analysis showed a significant impact on the earnings of the rehabilitated clients after completion of the program. The analysis of determinants of successful rehabilitation showed that men, whites, persons not receiving public assistance, and persons with disabilities other than mental and emotional ones were most likely to successfully complete the program.
August 1976

NTIS PB274153/AS

5-487 An Evaluation of Institutional Vocational Training Received by American Indians Through the Muskogee, Okla., Area Office of the Bureau of Indian Affairs

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
STILLWATER, OKLA.

Paul Rountree Blume

Grant 91-38-67-14
Project completed fiscal year 1970

Descriptors: VOCATIONAL TRAINING; LAWS, LEGISLATION; INDIANS; RETURNS ON TRAINING; OKLAHOMA, MUSKOGEE

This study attempted to evaluate the adult vocational training received by American Indians under Public Law 84—959, which provided Indians with up to 24 months of institutional or on-the-job training to reduce their unemployment rate. The institutional programs have no minimum course enrollments, all courses are conducted in recognized vocational training schools, and all courses are taught by full-time vocational education instructors. This study focused on the training offered by the Muskogee, Okla., Area Office of the Bureau of Indian Affairs.

Information on employment experience, income, and labor force participation rates was compiled for 220 Indians both before their training and an average of 3 years after their training. In addition, social benefit-cost ratios were calculated for the training.

The researcher concluded that receipt and completion of training significantly improved income and employment rates. However, these increases varied widely among the occupations for which training was provided. Labor force participation rates also rose, but this difference could not be definitely attributed to the training. The social benefits from completed training were 2.4 times greater than society's cost for providing training.
1970

NTIS PB178532/AS

5-488 The Effect of Training Upon the Level of Occupational Aspirations and Upon Attitudes Toward Work for a Group of Young Negro Men from Low-Income Families

NEW YORK UNIVERSITY
NEW YORK, N.Y.

Olivia P. Frost

Grant 91-36-71-12
Project completed fiscal year 1973

Descriptors: YOUNG MEN; CAREER GOALS; TRAINING EFFECTIVENESS AND IMPACT; LOW INCOME; BLACKS; WORK ATTITUDES; ON-THE-JOB TRAINING (OJT)

This study attempted to ascertain whether on-the-job training would raise the occupational aspirations and improve the attitudes toward work of young black men from low-income families.

Subjects were approximately 300 trainees in nine training programs. A questionnaire designed to assess the impact of training on job aspirations and work attitudes was administered before and after training.

Eight factors accounted for 54 percent of the variance in attitudes toward work. Perceptions of discrimination increased, although occupational self-confidence remained relatively high. This was believed to account for lowered expectations in the face of heightened aspirations in the organizational setting.

The level of occupational aspiration (based on the socioeconomic scale) in the organization where working or in training was raised during training. Occupational aspirations in life and in 5 years were also higher at the end of training, but not significantly so. However, expectations of ever achieving the occupational aspiration in the organization decreased.
December 1972

NTIS PB210881/AS

5-489 A Comparison of Probation Officers and Volunteers

UNIVERSITY OF COLORADO
BOULDER, COLO.

James Carlton Howell

Grant 91-06-70-38
Project completed fiscal year 1973

Descriptors: CORRECTIONS; ATTITUDES; JUVENILE DELINQUENCY; COUNSELING AND GUIDANCE; PROBATION OFFICERS; VOLUNTEERS

This study compared the effectiveness of probation officers and volunteers as counselors of juveniles on probation. Subjects were 80 male juvenile probationers—40 counseled by probation officers and 40 by adult volunteers. The two groups were matched on the basis of sex, age, socioeconomic status, offense history, ethnic background, and length of time in counseling, which ranged from 6 to 15 months with a mean of 8 months. Data were collected at 3-month intervals during counseling on the youths' attitudes toward, and interaction with, counselors, delinquent behavior, activities, etc.

Two of Homan's hypotheses were tested: (1) As the frequency of interaction increases between persons, their liking of each other increases unless authoritarianism intervenes, and (2) as the degree of liking and interaction increases, the more similar their activities (attitudes and behavior) become.

The data provided very weak support for the hypotheses, since authoritarianism did not have the expected effect.

The quality of relationships between probationers and volunteer counselors seemed to be better than those between probationers and probation officers. The differences tended to disappear in relationships of longer than 6 or 9 months duration, however, and no significant differences were observed between

the two groups on any of the measured attitudes and behavior at the first or last measurement interval. The volunteer-counseled group had made slightly, but not significantly, higher gains in the interim.
1972

NTIS PB210404/AS

5-490 A Benefit/Cost Analysis of Institutional Training Programs in Michigan Prisons

MICHIGAN STATE UNIVERSITY
EAST LANSING, MICH.

Sandra Elaine Gleason

Grant 91-26-76-19
Project completed fiscal year 1978

Descriptors: CORRECTIONS; EFFECTIVENESS OF PROGRAMS; VOCATIONAL TRAINING

This research was a benefit/cost analysis of training programs in Michigan penal institutions. The study identified the strengths and weaknesses of institutional vocational training programs by: (1) Evaluating their benefits and costs; (2) determining the personal characteristics associated with employment and recidivism patterns of ex-offenders; and (3) identifying the institutional characteristics of prisons associated with the differences in the postrelease employment and recidivism patterns of ex-offenders.

Data were provided by Michigan State penal institutions and used along with social security data.

Empirical results indicated that the professional vocational training programs, in such fields as computer programing and electronics, reduced the probability of recidivism and increased average annual postprison earnings.
May 1978

NTIS PB284345/AS

5-491 The Effect of Becoming Employed on Self-Image

UNIVERSITY OF SOUTHERN CALIFORNIA
LOS ANGELES, CALIF.

Herman Borenzweig

Grants 91-05-70-46 and 91-05-71-25
Project completed fiscal year 1973

Descriptors: WORK INCENTIVE (WIN) PROGRAM; PSYCHOLOGICAL INVENTORY (CPI); ATTITUDES; CALIFORNIA; CALIFORNIA

This study tested whether work training and becoming employed improved the self-image of unemployed trainees enrolled in the Work Incentive (WIN) Program. It began with the hypothesis that self-image improves as the individual's models and referents for self increasingly become persons from the work world. This hypothesis was derived from George Herbert Mead's theory of the self, which sought to discover to what extent self-concept depends upon role enactment and whether the enactment of a real-life role would change the self as a totality.

The hypothesis was tested by measuring the self-image, using the California Psychological Inventory, and the work-related significant others, using the Wisconsin Significant Other Battery, of 65 WIN candidates upon entry into the WIN Program and again 3 to 6 months later.

The data did not support the hypothesis. Self-image did not improve significantly as the subject's models and referents became more work related and he himself became immersed in the work world. The findings suggested that the WIN program may not offer a fair test of Mead's theory until it provides trainees with more opportunities to acquire an enhanced sense of power and growth.
April 1973

University Microfilms International 300 North Zeeb Rd., Ann Arbor, Mich. 48106

5-492 The Impact of the Work Incentive Program in Local Labor Markets

BOSTON UNIVERSITY
BOSTON, MASS.

Herbert Kessel

Grant 91-25-76-52
Project still in progress

Descriptors: WORK INCENTIVE (WIN) PROGRAM; TRAINING EFFECTIVENESS AND IMPACT; EMPLOYMENT OPPORTUNITIES; MASSACHUSETTS, NEW BEDFORD; MASSACHUSETTS, WORCESTER

This study, assessing how people's work experiences are affected by participation in the Work Incentive (WIN) program, is divided into two sections. The first is a statistical assessment of the impact of the WIN Program in local labor markets, focusing on the following issues: (1) The nature of WIN participants' work histories; (2) the impact of WIN on labor market experience, particularly on wages, hours worked, job tenure, and quality of jobs; (3) the determinants of post-WIN job retention and turnover. The second section is a case study of the operation of the WIN/JOBS Optional Program, a program designed to provide on-the-job training (OJT) to WIN participants.

A central hypothesis tested in this research is that the characteristics of particular jobs that WIN graduates enter are important in understanding the effectiveness of the program. Two different labor markets in Massachusetts were selected as sample areas in which to study the WIN Program: Worcester, a relatively stable and prosperous area, and New Bedford, an area that has been economically depressed for the last 25 years.

5-493 An Investigation of the Influence of the In-School Neighborhood Youth Corps on Employment and Earnings in Houston, Texas

UNIVERSITY OF HOUSTON
HOUSTON, TEX.

Charles J. Ellard

Grant 91-48-72-05
Project completed fiscal year 1974

Descriptors: BLACK/WHITE; NEIGHBORHOOD YOUTH CORPS (NYC); EARNINGS; EDUCATIONAL ATTAINMENT; DROPOUTS; TEXAS, HOUSTON

This study investigated the post-high school influence of the In-School Neighborhood Youth Corps on labor force performance and educational attainments of 142 Houston youths.

The sample utilized consisted of 103 former participants, both summer and school year, in the Neighborhood Youth Corps (NYC) program and 39 controls selected from siblings of NYC participants. The analysis of the sample data attempted to measure the NYC influence on post high school performance variables using multiple regression analysis to control for several other factors, including age, race, sex, marital status and parental education. The investigation also probed for NYC influence within racial groups and for each sex.

The conclusions of the investigation included the following: (1) NYC participation did not improve the high school graduation rate; (2) the NYC influence on post-high school income was questionable; (3) the NYC influence on college attendance and long-run income prospects was questionable; (4) NYC participation did not stimulate post-high school vocational training; (5) NYC participation benefited blacks more than other ethnic groups; (6) the school year segment contributed more toward high school graduation than the summer segment; and

(7) income gains to NYC participants did not increase with the length of participation.
1974

NTIS PB236219/AS

5-494 A Comparative Analysis of the Impact of Various Types of Curricula on the Vocational Success of School Dropouts

OKLAHOMA STATE UNIVERSITY OF AGRICULTURE AND APPLIED SCIENCE
STILLWATER, OKLA.

Gerald E. Boggs

Grant 91-38-66-50
Project completed fiscal year 1967

Descriptors: DROPOUTS; OCCUPATIONAL TRAINING; TRAINING EFFECTIVENESS AND IMPACT; YOUTH

This study compared the vocational success of school dropouts who received training in various types of curriculums in MDTA programs with school dropouts who received little or no training.

Measures of vocational success as indicated by wages, number of jobs held, days unemployed, job performance, and job satisfaction were obtained for jobs held 1 year after training in the MDTA program.
1967

NTIS PB177776/AS

5-495 The Impact of Governmental Programs on the Employability of Youth in the Seattle Labor Market

UNIVERSITY OF WASHINGTON
SEATTLE, WASH.

Stephen Edward Baldwin

Grant 91-51-66-54
Project completed fiscal year 1969

Descriptors: YOUTH; TRANSITION TO WORK; EFFECTIVENESS OF PROGRAMS

This explored the assimilation of young persons into the labor force and sought to assess the assistance provided them by a number of governmental programs. During the summer of 1967, interviews were conducted with a sample (half men, half women) of 140 blacks, 41 Chinese and Japanese Americans, and 109 whites between the ages of 18 and 21 who had attended a Seattle high school. More than half of the whites and Chinese and Japanese Americans (grouped together in this analysis) and one-fourth of the blacks were still classified as students.

Although the Seattle labor market was exceptionally tight at the time, 31 percent of the black men and 20 percent of the black women were unemployed, in contrast to 13 percent and 7 percent for white men and women, respectively. The black youth (both sexes) had completed significantly fewer years of schooling and had lower records of scholastic performance than the whites interviewed.

Just over half the respondents (and more blacks than whites) had some contact—largely job placement—with youth-related agencies, primarily the Washington State Employment Service, the Seattle Youth Opportunity Center, and the Neighborhood Youth Corps or through high school counselors and teachers. Clients of the Government programs experienced substantially higher unemployment rates than other youth. The researcher thus concluded that the programs were reaching the more disadvantaged, but were unable to compensate completely for their disadvantages. On the whole, the researcher considered the respondents less successful in labor market assimilation than expected in a full employment economy.
1969

NTIS PB179748/AS

5-496 An Economic Analysis of the Job Corps

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Stephen R. Engleman

Grant 91-05-69-53
Project completed fiscal year 1972

Descriptors: COST EFFECTIVENESS; RETENTION OF TRAINEES; JOB CORPS; BLACK/WHITE

This study of the effectiveness of the Job Corps program sought insight into the factors which influence the success of enrollees.

Determinants of time spent in the program and of posttraining earnings were examined for white and black young men in two age groups. Existing biographical and followup data were available for this analysis. The study also developed benefit-cost estimates of the program for these four groups.

How long participants remained in the program was found to depend largely on the characteristics of the individual Job Corps centers. The researcher discovered that nonwhites needed 6 months of training and whites 3 months to achieve significant improvement in their job skills. Nonwhites remained in the program longer than whites, with southern Corpsmen, especially young whites from small towns, leaving earliest. Older Corpsmen stayed longer than younger Corpsmen, and those reading at sixth-grade level stayed longer than those above or below this level.

The effect on earnings of years of schooling was greater among whites than nonwhites, the study found. Age did not affect whites' earnings, but older nonwhites earned significantly more than the younger nonwhites.

From a cost-benefit standpoint, younger nonwhites and older whites were seen as gaining much more from their Job Corps experience than the older nonwhites. Overall, estimated benefits considerably exceeded costs.
1972

NTIS PB202891/AS

5-497 The Civilian Conservation Corps: Effectiveness of the Camps

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Michael W. Sherraden

Grant 91-26-78-16
Project still in progress

Descriptors: ASSESSMENT AND EVALUATION; YOUTH PROGRAMS; MANAGEMENT EFFECTIVENESS

Viewing the Civilian Conservation Corps (CCC) camps as open organizational systems, this study will compare archival materials across camp settings. The study's hypotheses will be examined in the light of research on other youth employment and residential programs such as the Neighborhood Youth Corps, the Job Corps, and the Youth Conservation Corps.

Study findings will be reported to decisionmakers in Federal agencies responsible for the administration of youth employment programs similar to the CCC. The study should contribute to the development of systems theory in organizational analysis and the development of historical methods in organizational research.

DEVELOPMENT AND UTILIZATION OF HUMAN RESOURCES

UPGRADING AND JOB RESTRUCTURING

5-498 THE APPLICABILITY OF THE JOB-BANK CONCEPT TO THE WASHINGTON, D.C., MARKET FOR DOMESTIC DAYWORKERS

UNIVERSITY OF MARYLAND
COLLEGE PARK, MD.

William J. Byron

Grant 91-22-67-04
Project completed fiscal year 1969

Descriptors: HOUSEHOLD WORKERS; UPGRADING; HIRING PRACTICES; DISTRICT OF COLUMBIA

This research explored the suitability of a job-bank approach to providing a market intermediary between domestic dayworkers and their employers in the Washington, D.C., area. The job bank would hire applicants, find them jobs, and pay their wages as well as providing bonding, uniforms, and basic fringe benefits, making a profit from the fees charged customers for the service provided.

Using a sample drawn from the file of applications and job orders for household workers in the D.C. Employment Service office, the researcher interviewed 305 of the applicants and secured responses to mail questionnaires from 261 of the prospective employers. The local managers of temporary help service agencies and private placement agencies for unskilled workers were also interviewed.

The researcher found that both the domestic workers and the employers were dissatisfied with the conventional employment agencies and readily endorsed the job-bank concept. The workers said they would join a job-bank labor pool on a permanent, steady basis, but their work records contained little evidence of dependability or regularity. Moreover, the researcher found that, in the black ghettos where these women lived, domestic daywork was the most despised of occupations. Hence, recruiting enough women to form a stable work force would be difficult.

If the job bank were to succeed in the D.C. market, the researcher believed, it would have to provide training and, in some cases, furnish child-care facilities. Most vital, though, it would have to provide a transportation system, since public transportation to the suburbs where the employers live was either not available or unduly time consuming and costly for workers from the inner city. The costs of these necessary services for the workers could be at least partially defrayed from public funds already available for such purposes, the researcher suggested.

The researcher recommended that the job-bank concept for household workers be tested in the Washington area. By offering its employees the same employment benefits that other occupational groups take for granted, it would give some dignity to domestic daywork. Moreover, the strong and potentially expanding demand which the researcher found for the job-bank's product—an efficient dayworker, delivered to the housewife's door—augured well for success, the researcher believed.

1969

NTIS PB183067/AS

5-499 TRADE UNION SPONSORED OCCUPATIONAL TRAINING IN THE U.S. MARITIME INDUSTRY: THE UPGRADING AND RETRAINING PROGRAM OF THE NATIONAL MARITIME UNION

CORNELL UNIVERSITY
ITHACA, N.Y.

Allan D. Spritzer

Grant 91-34-68-12
Project completed fiscal year 1972

Descriptors: UPGRADING; MERCHANT MARINE; NATIONAL MARITIME UNION PROGRAM

This study examined the National Maritime Union's (NMU) Upgrading and Retraining Program from its inception in May 1966 through December 1967. It focused on the development of NMU training policies in light of the characteristics of the maritime industry and trends affecting employment of merchant seamen since World War II; the program's organization, methods, and procedures; and the effectiveness of the training.

A major portion of the study was devoted to history and description, based on a literature search, personal interviews, observations and data obtained in onsite visits. It analyzed statistics on the characteristics and performance of seamen accepted for training, including detailed data on training performance and posttraining employment experience from the records of 207 men (11.5 percent of those accepted for training in six selected courses during the period studied).

The data showed that 73 percent of the subjects enrolled as scheduled, 85 percent completed training, and 83 percent of the completers utilized their new skills at sea. It was found that applicants most likely to succeed in training were least likely to enroll once accepted, and vice-versa.

1972

NTIS PB201126/AS

5-500 OCCUPATIONAL MOBILITY AMONG UNIONIZED CIVIL SERVICE WORKERS IN NEW YORK CITY

NEW YORK UNIVERSITY
NEW YORK, N.Y.

John Robertson Morse

Grant 91-36-71-13
Project completed fiscal year 1974

Descriptors: CIVIL SERVICE SYSTEM; GOVERNMENT POLICIES; OCCUPATIONAL MOBILITY; UNIONIZATION; UPGRADING; NEW YORK, NEW YORK

The purpose of this research was to examine the effects of institutional variables on labor mobility, hypothesizing that personal and demographic characteristics were less important in determining patterns of mobility than the structures of occupations and their attendant credential requirements for admission into and promotion within job hierarchies.

The effect of three strategies on four occupational groups (hospital workers below nurse level, blue-collar laborers, clericals, and school/social service paraprofessionals) were examined over a 3-year period. The three strategies were: (1) Changing the individual through high school equivalency programs; (2) loosening up job credential requirements; and (3) early retirement coupled with sizable pensions and assistance in beginning a new career. Questionnaires and interviews were used in accumulating data.

The study concluded that equivalency program graduates had higher mean mobility than the control group. Examination of the credential alteration program established that educational and experience requirements had either been dropped entirely or lowered in a number of entry titles, thus providing employment for persons not previously eligible, especially minorities. There was also a proliferation of job titles providing opportunities for entry and promotion to a higher title with higher salary, but often with no change in job content. When special retirement benefits were created in 1968 there was a 300-percent increase in the number of those retiring. But data provided by the city suggested that early retirement benefits had not been utilized primarily because of the inability of persons over 55 to find other jobs.

April 1974

ETA
University Microfilms International 300 North Zeeb Rd., Ann Arbor, Mich., 48106

5B 4. THE ADMINISTRATION OF EMPLOYMENT AND TRAINING PROGRAMS

PLANNING AND MANAGEMENT

5-501 THE IMPLEMENTATION OF FEDERAL MANPOWER POLICY, 1961-1971: A STUDY IN BUREAUCRATIC COMPETITION AND INTERGOVERNMENTAL RELATIONS

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Joseph H. Ball

Grant 91-34-70-39
Project completed fiscal year 1973

Descriptors: STATE AND LOCAL GOVERNMENTS; EMPLOYMENT AND TRAINING PROGRAM MANAGEMENT; INTERAGENCY RELATIONS; BUREAUCRACY

This is a study of the competition among agency-centered political coalitions for control over the administration of Federal employment and training programs. The report traces the emergence of the Manpower Administration (MA) in the Department of Labor, the tactics and strategem used to gain power, the 1968 reorganization of MA, and subsequent patterns of program administration at national, regional (New York City), State (New Jersey), and local (Trenton) levels.
August 1972

NTIS PB210636/AS

5-502 A DETERMINATION OF INVESTMENT PRIORITIES IN URBAN BLACK COMMUNITIES: BEDFORD-STUYVESANT

PRINCETON UNIVERSITY
PRINCETON, N.J.

Vernon J. Dixon

Grant 91-32-70-41
Project completed fiscal year 1974

Descriptors: COST EFFECTIVENESS; BLACKS; TRAINING; FEDERAL FUNDING; MINORITY BUSINESS ENTERPRISE; ALLOCATION OF FUNDS

This thesis was concerned with the question: Given a fixed amount of available resources for use in black urban community development, does the optimal use of these resources in terms of pretax and posttax income require investing them in human capital projects (training unskilled workers) or in physical capital projects?

The author used cost-benefit analysis to determine optimum resource allocation. The effects of the two programs were evaluated through a comparison of the differences in the incomes and costs associated with each program. The benefits credited to each program consisted of the difference between income earned by a (former) participant in the program and the income that he would have obtained in the absence of the program as indicated by the data for a control group. Additional data were obtained through personal interviews.

The results of this study indicated that both programs yielded positive net pretax income benefits to society and net posttax income benefits to black participants. Regarding training, the study came to the following conclusions: (1) Candidates who choose the basic education training programs should be given the highest priority followed by applicants (in this order) for mechanical, clerical, and food and marketing; (2) black male candidates should be accepted before black females; and (3) black applicants who are not employed should be accepted in preference to employed applicants. The initial evidence suggested that society would achieve the highest possible return for its subsidy dollar by continuing to create new black-owned business along with the stimulation of established ones.
August 1973

NTIS PB230644/AS

5-503 ALLOCATIONAL AND DISTRIBUTIONAL CONSEQUENCES OF DECENTRALIZING MANPOWER PROGRAMS

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

Richard Tyson

Grant 91-36-76-32
Project still in progress

Descriptors: COMPREHENSIVE EMPLOYMENT AND TRAINING ACT (CETA); CETA SERVICES AND PLANNING; DECATEGORIZATION; EMPLOYMENT AND TRAINING PROGRAM SERVICES AND TECHNIQUES; PRIME SPONSORS (CETA); EFFECTIVENESS OF PROGRAMS

This study is investigating how the purposes of the Comprehensive Employment and Training Act are being fulfilled under a decentralized approach in comparison with previous, more centralized employment and training programs. Four models of decisionmaking are being tested to explain changes in the behavior of local governments over time and variations among prime sponsors in the mix of services and characteristics of those served. In addition, extensive cross-tabulations of observed differences in expenditures, average costs, and numbers of participants by region, type of sponsor, and economic conditions are being carried out to determine if any patterns exist.

Data for the study are obtained from Quarterly Progress Reports of prime sponsors, along with information derived from the Continuous Longitudinal Manpower Survey.

5-504 USES OF MANPOWER FUNDS BY COUNTIES UNDER THE COMPREHENSIVE EMPLOYMENT AND TRAINING ACT

CORNELL UNIVERSITY
ITHACA, N. Y.

Sharon L. Harlan

Grant 91-36-77-49
Project still in progress

Descriptors: CETA SERVICES AND PLANNING; ECONOMIC POLICY; ASSESSMENT AND EVALUATION

The study will determine who receives the benefits of Federal employment and training efforts, and how those groups are chosen within county government.

Policy determinants in the implementation of CETA in 80 counties of New York and Pennsylvania will be studied to identify the sources of systematic variation in CETA decisionmaking at the county level. The three categories of hypotheses to be tested are: (1) Environmental and socioeconomic policy constraints; (2) political constraints on public policy; and (3) CETA administrative structures. Data from archival and primary sources for a longitudinal analysis of CETA distributional policy outcomes will be used.

5-505 PRIVATE ASSUMPTION OF PUBLIC RESPONSIBILITIES: THE ROLE OF AMERICAN BUSINESS IN URBAN MANPOWER PROGRAMS

THE JOHNS HOPKINS UNIVERSITY
BALTIMORE, MD.

Peter Kobrak

Grant 91-22-69-27
Project completed fiscal year 1971

Descriptors: JOB OPPORTUNITIES IN THE BUSINESS SECTOR (JOBS); ASSESSMENT AND EVALUATION; INTERSYSTEM LINKAGES

This study of the planning, formulation, and implementation of the JOBS (Job Opportunities in the Business Sector) program conducted by the National Alliance of Businessmen, partly under Government sponsorship, evaluated the program as an "ecology of games" in which each actor plays a role, calculates his goals, and pursues his particular game. A detailed analysis of the development of the program in Milwaukee focused on the relationship of employers, the ghetto community, and "interested third parties." The objectives were to develop a "process analysis" approach to the evaluation of social programs and to encourage assessment in political and social terms of program feedback to facilitate adjustments to accommodate the differing goals of the parties involved.

Although the researcher concluded that "In terms of its own definition of success and using its own figures, the Alliance must be viewed as a failure," he cautioned that:

NAB-JOBS. . .cannot be evaluated simply by comparing its avowed goals with its current outputs. . . . The limited basis upon which broad-aim programs are evaluated. . . becomes particularly significant, since the analysis of the particular project is artifically cut off from the larger policy system of which it is a part. . . . The success of such a program. . . may rest more on its ability to maximize social and political benefits and minimize social and political costs than upon the degree of efficiency in providing services which it attains. . . . To blame the public and private leaders of the JOBS program alone for its failures or credit them alone with its successes is highly misleading, for they were responding in large part to the sociopolitical price which the majority society would pay. . . . As the JOBS program has developed, it has performed an important function in clarifying the nature of a voluntary partnership between the larger organizations within the public and private sectors."

1972

NTIS PB199494/AS

5-506 Labor Union Response to Federal Manpower Policy: A Comparative Study of the United Steelworkers of America and the International Union of Operating Engineers

THE UNIVERSITY OF TEXAS
AUSTIN, TEX.

David B. Stephens

Grant 91-48-74-36
Project completed fiscal year 1976

Descriptors: UNIONS; UNION ATTITUDES; EMPLOYMENT AND TRAINING POLICY; WORKER PARTICIPATION IN EMPLOYMENT AND TRAINING PROGRAMS

This study analyzed the Federal employment and training policies of the United States during the 1960's and 1970's from the perspective of organized labor, identifying the various interfaces between employmentand training policy and the collective bargaining system and evaluating the labor union reaction to various policies. The general theory was that employment and training programs are more workable in unionized industries when they appeal to the unique needs of the union rather than to general ideological, social abstractions.

One craft union, the International Union of Operating Engineers (IUOE), and one industrial union, the United Steelworkers of America (USA), were analyzed and compared using historical research and field research data which utilized a sample of 24 IUOE leaders and 26 USA leaders at various levels in the union hierarchy.

It was concluded that both the IUOE and the USA pursued employment and training programs because the unions could help meet several of their pressing needs through program participation, and both research techniques substantiated the general theory. This analysis led to the development of a set of suggestions for policymakers to improve the union-employment and training program relationship.

1975

NTIS PB263201/AS

5-507 The Utilization of Indigenous Nonprofessionals in Human Service Organizations and the Factors Affecting It: An Exploratory Study

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Joseph Kat (Katan)

Grant 91-24-70-57
Project completed fiscal year 1973

Descriptors: WORKER UTILIZATION; HUMAN SERVICE AGENCIES; HUMAN SERVICE OCCUPATIONS; WORK ROLES; PARAPROFESSIONALS; INDIGENOUS PERSONNEL; EMPLOYMENT AND TRAINING PROGRAM STAFFING

This study developed a conceptual framework to guide empirical research on the use of indigenous nonprofessionals in human service organizations.

The study: (1) identified the different roles of nonprofessionals and specified factors which help define these roles; (2) analyzed four other studies of the roles of nonprofessionals; (3) examined the influence on the nonprofessionals' roles of the relationship of organizations and their environment, professionals within an organization, cohesiveness and differentiation among professionals, structure within an organization and innovativeness, and attitudes of the poor toward work; (4) presented and explained the conceptual framework which differentiates three types of organizational roles for nonprofessionals—conformist, mediator, and innovator; and (5) described a systematic field investigation of the use of nonprofessionals in seven organizations, to provide an empirical base for evaluating and revising the conceptual framework.

Six propositions were presented which reflect the character of the framework selected so as to illustrate hypotheses bearing on the inputs of professionals, the organization, and the nonprofessional on the role formation.

July 1972

NTIS PB207711/AS

5-508 Role Conflict Experienced by Indigenous Service Workers in Public Welfare

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Dorothea Cudaback

Grant 91-06-71-39
Project completed fiscal year 1973

Descriptors: ROLE CONFLICT; INDIGENOUS PERSONNEL; SOCIAL SERVICE EMPLOYEES; AID TO FAMILIES WITH DEPENDENT CHILDREN; CALIFORNIA

This study examined the role conflict experienced by line Aid to Families with Dependent Children (AFDC) social workers and indigenous aides when they perceived that their agency's and clients' expectations of them were incompatible. Data were obtained through interviews with 37 welfare aides, 37 social workers, and 41 related staff from three county welfare agencies in California.

Three-fourths of both the aides and the social workers reported at least four instances of such role conflict a month,

with aides less likely than social workers to claim high frequency conflict. There was no difference between aides and social workers, however, with respect to either the amount of distress caused by such conflicts or the way they behaved in conflict situations. It appeared that individuals' reactions to role conflict were less related to their personal or role characteristics than to differences among the agencies in "official" role expectations and the ways in which these expectations were communicated to the staff. This perhaps reflected differences in community pressures on the agencies.
October 1972

NTIS PB213393/AS

5-509 The Professional Social Worker in Manpower Programs: An Assessment of Tasks, Dilemmas, and Educational Implications

COLUMBIA UNIVERSITY
NEW YORK, N.Y.

Frank Kushin

Grant 91-36-73-18
Project completed fiscal year 1977

Descriptors: INTERSYSTEM LINKAGES; EMPLOYMENT AND TRAINING PROGRAM STAFFING; WORKER DEVELOPMENT; TRAINING INSTITUTES; EDUCATION; SOCIAL SERVICE EMPLOYEES

The purpose of this study was to clarify the relationship between professional social work and manpower program activities and to explore the possible need for enhancing the manpower aspects of social workers' professional preparation. It was hypothesized that significant numbers of social workers were engaged in manpower-related professional activities and that the manpower component of social workers' educational programs needed to be increased. A sample of 275 professional social workers, drawn primarily from the membership of the National Association of Social Workers, was surveyed with questionnaires about the extent of involvement in manpower-related activities.

The study suggests that there was no significant professional social work activity within strictly defined manpower settings. Those social workers who were engaged in manpower activity were functioning in traditional social work settings, such as vocational rehabilitation, youth services, and public welfare agencies. There were, however, a sizable number (83 percent) of social workers who provided manpower services on a limited basis (20 percent or less of professional time) in a variety of social work settings. These limited services were concentrated primarily in employment-related counseling, referral, and support service activity.

Given the findings of this study, there did not appear to be a clear-cut need to train social workers to function in traditional manpower settings. However, there was some justification for preparing social workers to deal with those employment-related problems that frequently arise as part of their other social work activities.
1977

NTIS PB273866/AS

5-510 Education and Jobs: A Study of the Performance of Social Service Tasks in Public Welfare

UNIVERSITY OF CALIFORNIA
BERKELEY, CALIF.

Wilbur A. Finch, Jr.

Grant 91-06-74-16
Project completed fiscal year 1976

Descriptors: WELFARE PROGRAMS; SOCIAL SERVICE EMPLOYEES; EDUCATIONAL ATTAINMENT; JOB PERFORMANCE

The purpose of this exploratory study was to answer three questions: What are the helping behaviors of social service workers in public welfare and can these behaviors be described in ways that coincide with differences in their educational preparation? Does the work environment influence or condition the helping behaviors of these employees, and, if so, how is this expressed? How can the public welfare administrator use this knowledge to achieve a more effective use of personnel resources?

The participants were all employees of a medium size public welfare organization with offices serving urban, suburban, and rural areas. The 24 in the sample were selected by stratified random sampling to represent employees having different types of education and working in different kinds of jobs—paraprofessional staff with and without community college courses in one of the social services to workers with a bachelor's or a master's degree in social work. In addition, four line supervisors, two middle supervisors, and two managers were included to permit study of administrative tasks relating to social services.

The findings of the study suggested that the selection of an individual worker to provide a particular client service represented the selection of a technology to be used in addressing particular client needs. Definitions of helping behaviors which coincide with differences in educational preparation were combined into a scale of "worker functions", and ways in which the organization conditions work behavior were identified.
January 1975

NTIS PB267102/AS

ADMINISTRATION OF PROGRAMS

OPERATING AND SERVICE TECHNIQUES

5-511 A Study of the Effects of Examiner Race, Sex, and Style on Test Responses of Negro Examinees

SYRACUSE UNIVERSITY
SYRACUSE, N.Y.

John W. Pelosi

Grant 91-34-67-54
Project completed fiscal year 1968

Descriptors: TESTING; ASSESSMENT OF APPLICANTS AND TRAINEES; BLACK/WHITE; MALE/FEMALE; NEIGHBORHOOD YOUTH CORPS (NYC)

This study measured the effects of examiner race, sex, and manner of behavior on the test performance of 96 black males, volunteers from a Neighborhood Youth Corps project. Half of the 12 trained examiners were blacks, half were whites, and each racial group consisted of three men and three women. Each examiner learned two styles of behavior toward subjects: a warm, friendly manner and an indifferent, impatient approach. The examiner characteristics of race, sex, and style, plus the factor of individual differences between examiners, yielded 24 examiner combinations to each of which four subjects were randomly assigned. Examiners administered eight vocational aptitude tests to the subjects. The influence of examiner characteristics was judged by analyzing variance in subjects' test scores.

The researcher found that none of the examiner traits, considered separately, had a significant effect on subjects' test performance. On only one test did the interaction of examiner traits significantly affect results: higher scores occurred under cold treatment by black male examiners than under similar treatment by examiners of any other race-sex combination. However, the researcher observed that higher average scores were usually associated with white examiners, examiners exhibiting a cold style of behavior, and men examiners.

The researcher cautioned against generalization from these findings on the following bases: (1) That the subjects realized

their test performance was not critical; (2) that the voluntary process of selecting subjects might have screened out particularly anxious testtakers; and (3) that differences in examiner warmth or coldness, although validated, might not have been sufficiently potent.
1968

NTIS PB178901/AS

5-512 Managerial Relations with Disadvantaged Work Groups: Supervisory Expectations of the Underprivileged Worker

TEXAS TECHNOLOGICAL UNIVERSITY
LUBBOCK, TEX.

Albert S. King

Grant 91-46-69-21
Project completed fiscal year 1970

Descriptors: ASSESSMENT OF APPLICANTS AND TRAINEES; SUPERVISION; MOTIVATION; OCCUPATIONAL TRAINING

This study tested the hypothesis that new, disadvantaged workers would learn faster and work better if their supervisors expected them to do so. The test was conducted between February and July 1969 in five work-training situations: MDTA training courses for welders, auto mechanics, and presser machine operators; Neighborhood Youth Corps in-hospital training for nurse aides; and company vestibule training for electronic assemblers.

Supervisors were given instruction in their roles and were made aware of possible difficulties in overcoming absenteeism and tardiness, as well as in establishing accepted work habits. They were also told that 20 to 25 percent of the trainees in their class could be expected to do well because they had scored high on aptitude tests, although these trainees had actually been selected at random. Control groups were the remaining members of the training classes.

The designated trainees in the MDTA courses were superior on both objective measures of performance and supervisors' evaluations to members of the control groups. This was not the case with nurse aides and electronic assemblers, although there was some slight evidence of superior performance by the designated trainees on one or more performance measures.

Although the researcher recommended further study of the complex interactions by which higher supervisory expectations are translated into superior performance, he concluded that his findings have practical application in training programs.
1972

NTIS PB190986/AS

5-513 Similarity-Dissimilarity in Counselor-Counselee Ethnic Match and Its Relevance to Goal Behavior of Job Trainees

THE UNIVERSITY OF MICHIGAN
ANN ARBOR, MICH.

Don K. Harrison

Grant 91-24-70-56
Project completed fiscal year 1973

Descriptors: ATTITUDES; COUNSELING AND GUIDANCE; BLACK/WHITE; VOCATIONAL GUIDANCE; WORK INCENTIVE (WIN) PROGRAM; CONCENTRATED EMPLOYMENT PROGRAM

This study explored the attitudes of black trainees toward counselors who differed in race and examined the effects of counselor race on goal persisting behavior as perceived by trainees.

Subjects were 191 unemployed black men and women enrolled in three employment and training programs in Detroit, Mich.: Work Incentive Program, Concentrated Employment Program, and McNamara Skills Center. A total of 19 counselors (6 black and 13 white) were included.

Attitudes of trainees were measured upon entry into the training programs and again 6 to 8 months later. Demographic data and background information were obtained by questionnaire.

It was found that those trainees with black counselors expected less and perceived that they got more than anticipated, while those with white counselors expected more and perceived that they got less than expected from the counselor relationship, suggesting that trainees became pro-black.

Trainees who believed that social and economic disadvantages among blacks are due to their own lack of skills had more favorable attitudes toward white counselors prior to counseling than those who blamed these disadvantages on the system.
July 1972

NTIS PB210142/AS

ADMINISTRATION OF PROGRAMS

EVALUATION METHODS

5-514 The Evaluation of Government Programs: The Case of New Haven's Manpower Training Activities

YALE UNIVERSITY
NEW HAVEN, CONN.

Robert S. Goldfarb

Grants 91-07-66-19 and 91-07-68-11
Project completed fiscal year 1969

Descriptors: COST EFFECTIVENESS; ON-THE-JOB TRAINING (OJT); OCCUPATIONAL TRAINING; METHODOLOGY; CONNECTICUT, NEW HAVEN

This study evaluated the adequacy of cost-benefit techniques for analyzing training programs and developed a different method of evaluating effectiveness. Data were based on interviews with 292 participants in MDTA institutional and on-the-job training (OJT) programs in New Haven, Conn., between 1964 and 1966, and with 56 employers participating in the OJT programs and 18 large area employers.

The researcher found three deficiencies in cost-benefit analysis for judging training programs: (1) It does not take into account returns from training (such as increased employability, increased family stability, and reduced probability of violent crime) which can neither be measured nor priced adequately; (2) it may not correctly measure income benefits, because the control group is often deficiently matched to the trainee group; and (3) it makes no allowance for improvements that occur with experience in relatively new programs.

Instead, he advocated process analysis of training as a combination of services to counteract specific causes of unemployment and underemployment. Using this approach, he attributed the greatest employment and income gains from institutional training programs to acquisition of a scarce, hard-to-learn skill or to counseling and placement activities which shifted applicants from low-wage, low-demand occupations to high-wage, high-demand occupations—often without skill training. The researcher also found that training might be superfluous when large employers insist on hiring reliable persons, not necessarily those trained to fill their semiskilled jobs.

Wage gains by many participants reflected the trainees' unusually low wages before training, in his opinion, but training was justified because participants who had received training in specific skills had the highest earnings after training.

The researcher decided that institutional training served better those groups needing complex skill training, while OJT was more appropriate for individuals who lacked both skills and employment reliability. Although OJT was less costly to the Government, the investigator found serious deficiencies in

the funding agency's ability to control the shape and content of the program.
1969

NTIS PB182173/AS
Also available: *Yale Economic Essays*, vol. 9, No. 2, Fall 1969

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